DOCUMENT RESUME

ED 353 903 HE 026 161

TITLE Twenty-Sixth Annual Rank-Order Distribution of

Administrative Salaries Paid 1992-93.

INSTITUTION Arkansas Univ., Fayetteville. Office of Institutional

Research.

PUB DATE Jan 93

NOTE 133p.

AVAILABLE FROM Office of Institutional Research, University of

Arkansas, 125 Administration Building, Fayetteville,

AK (\$25).

PUB TYPE Statistical Data (110) -- Reports -

Research/Technical (143)

EDRS PRICE MF01/PC06 Plus Postage.

DESCRIPTORS *Administrators; Comparative Analysis; Employment

Level; Higher Education; *Public Colleges; *Salaries;

Tables (Data)

IDENTIFIERS National Assn of State Univ and Land Grant Coll

ABSTRACT

This publication presents the results of an annual administrative salary survey from a representative group of public, doctoral-granting institutions. The survey determined 12-month salaries of full-time administrators from 131 institutions. The salaries were distributed in rank order to facilitate comparisons of each participant's relative standing with other universities. The results are presented in three long tables. The first section of the report (Table I) provides a ranking of salaries paid among all participating universities. Two average salaries are printed after each position's rank order of salaries. An average salary for institutions belonging to the National Association of State Universities and Land-Grant Colleges (NASULGC) is calculated, and the average salary for all the institutions represented is also included. The second section of the report (Table II) is a series of tables showing the salaries paid among the participants arranged into the nine regions defined by the Equal Employment Opportunity Commission. The third section of the study (Table III) is a table of salaries paid to university system officers. For the purposes of this report, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Thirty such institutions from 25 states participated in this portion of the survey. (JB)



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TWENTY-SIXTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1992-93

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
IN ONE HUNDRED THIRTY-ONE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-EIGHT STATES
AND THIRTY UNIVERSITY SYSTEMS
REPRESENTING TWENTY-FIVE STATES

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
January, 1993



A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES INTRODUCTION

This study is the twenty-sixth annual administrative salary survey conducted by the Office of Institutional Research of the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the responses are omitted from this study.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. Only one reported salary from an institution is reported per position.

Salaries in Table I may be coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests. The University of Arkansas' Office of Institutional Research wishes to thank all respondents for participating.

1/7/93 JED



A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred fourty-seven universities in fifty states. From this group, replies were received from one hundred thirty-one institutions in forty-eight states.

Salaries in this section may be printed with an asterisk. This asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. An average salary for those institutions belonging to NASULGC is calculated, and the average salary for the institutions represented is also included.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty university systems in twenty-five states.

1/21/93 JED



A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID 1992-93

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	Operations Officers	24
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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES

This table summarizes the data for one hundred thirty-one universities in forty-eight states. For making these data available, the University of Arkansas is grateful to the following universities:

*Auburn University Ball State University *Bowling Green State University California State University, Los Angeles *Clemson University Cleveland State University College of William and Mary East Tennessee State University East Texas State University Florida Atlantic University *Florida State University Georgia Institute of Technology Georgia State University Idaho State University Illinois State University Indiana State University Indiana University -Bloomington Indiana University of Pennsylvania Indiana University - Purdue University at Indianapolis *Iowa State University of Science and Technology *Kansas State University *Kent State University Lamar University - Beaumont *Louisiana State University and A & M College

Louisiana Tech University *Memphis State University *Miami University Michigan Technological University Middle Tennessee State University *Mississippi State University *Montana State University Morgan State University New Jersey Institute of Technology *New Mexico State University *North Carolina State University - Raleigh *Nocth Dakota State University Northeast Louisiana University Northern Arizona University Northern Illinois University Oakland University *Ohio State University *Ohio University *Oklahoma State University *Oregon State University *Portland State University Sam Houston State University *San Diego State University *South Dakota State University *Southern Illinois University at Carbondale Southern Illinois University at Edwardsville

^{*} Member of National Association of State Universities and Land-Grant Colleges.



*State University of New York *University of Kentucky *University of Louisville - Binghamton *University of Maine *State University of New York - Buffalo University of Maryland at State University of New York Baltimore - Environmental Science *University of Massachusetts *State University of New York - Stony Brook University of Massachusetts Stephen F. Austin State - Lowell University University of Massachusetts Tennessee Technological - Boston University *University of Michigan -Texas A & I University Ann Arbor *Texas A & M University *University of Minnesota *Texas Tech University *University of Mississippi Texas Woman's University *University of Missouri University of Akron - Columbia *University of Missouri *University of Alabama *University of Alabama -- Rolla Birmingham *University of Missouri *University of Alabama -- St. Louis Huntsville *University of Montana *University of Arizona *University of Nebraska -*University of Arkansas Lincoln University of California -University of Nebraska -Santa Cruz University of Central Florida *University of Nevada - Reno *University of Cincinnati University of Nevada -University of Colorado at Las Vegas Denver *University of New Hampshire *University of Connecticut *University of New Mexico *University of Delaware *University of North Carolina *University of Florida - Chapel Hill *University of Hawaii -*University of North Carolina Manoa - Greensboro *University of Houston *University of North Dakota *University of North Texas *University of Illinois - Chicago University of Northern *University of Illinois Colorado - Urbana-Champaign University of Northern Iowa *University of Kansas -*University of Oklahoma Lawrence

^{*} Member of National Association of State Universities and Land-Grant Colleges.



*University of Oregon *University of Rhode Island University of South Alabama *University of South Carolina, Columbia *University of South Dakota University of Southern Mississippi *University of Tennessee at Knoxville University of Texas at Arlington *University of Texas - Austin University of Texas - Dallas University of Texas -El Paso *University of Toledo

*University of Utah

*University of Vermont *University of Virginia *University of Wisconsin at Madison *University of Wisconsin at Milwaukee *University of Wyoming *Utah State University *Virginia Commonwealth University *Virginia Polytechnic Institute and State University *Washington State University *West Virginia University Western Michigan University *Wichita State University *Wright State University

^{*} Member of National Association of State Universities and Land-Grant Colleges.



ADMINISTRATIV	WE DEETCEDS.	RANK	SALARY	RANK S	ALARY
	OF A SYSTEM	16	152,000	68	120,900 ×
OF MULTI-C		17	151,500 ×	69	120,300 ×
OI HOLII G	M'H OJEJ	18	151,470 ×	70	120,273 ×
RANK	SALARY	19	151,003 ×	71	120,000 ×
1	194,564 ×	20	150,542 ×	72	120,000
		21	150,000 ×	72 73	120,000 ×
2	178,680 ×	22	149,997 ×	75 74	119,940 ×
3	160,476 ×	23	148,600 ×		116,535
4	160,000 ×			76	-
5	157,000 ×	24 25	148,500 ×		116,406
. 6	155,800 ×	25 26	147,679 ×	77 70	115,700 ×
7	152,880 ×	26	147,679 ×	78 70	115,000 ×
8	152,300 ×	27	147,679 ×	79	115,000 ×
9	150,000 ×	28	146,000 ×	80	113,800
10	142,000 ×	29	146,000 ×	81	113,556 *
11	141,500 ×	30	142,000	82	113,556 ×
12	141,156 ×	31	141,652	83	113,556 ×
13	138,213 ×	32	141,373	84	113,500 ×
14	135,000	33	141,133	85	112,212 ×
15	132,946	34	140,000	86	112,116
16	132,000 ×	35	138,629 ×	87	112,116
17	129,000 ×	36	138,600	88	112,000 ×
18	129,000 ×	37	138,600 ×	89	110,300 ×
19	127,513	38	138 <u>,</u> 000 ×	90	107,160
20	126,504 ×	39	135,370 ×	91	104,652 ×
21	125,004 ×	40	135,208 ×	92	102,294
22	121,658 ×	41	135,000	93	102,160
23	102,000 ×	42	134,620 ×	94	102,000 ×
		43	133,775 ×	95	102,000
AVERAGE "X"	144,487	44	133,775 ×	96	99,225
		45	132,600	97	98,933 ×
AVERAGE ALL	142,835	46	132,600	98	97,200
		47	132,000	99	96,813
ADMINISTRATI	WE OFFICERS:	48	131,275	100	96,699 ×
	OF A SINGLE	49	130,000 ×	101	96,699 ×
UNIT INST		50	129,255	102	93,913
		51	128,200 ×	103	93,119 ×
RANK	SALARY	52	126,800 ×	104	93,000
1	190,550 ×	53	126,360 ×	105	92,500
2	182,000 ×	54	126,000 ×	106	90,912 ×
3	180,385 ×	55	125,000	107	90,000
4	179,000 ×	56	125,000	108	86,900
5	175,101 ×	57	125,000 ×	109	64,032
6	175,000 ×	58	124,812		01,002
7	175,000 ×	59	124,580 ×	AVERAGE "X"	133,167
8	169,404	60	124,160 ×	***************************************	200,201
9	168,400	61	124,020	AVERAGE ALL	128,979
10	165,000 ×	62	123,600	HAPINANT WEE	,,,,,
11	159,000	63	123,203 ×		
12	157,955 ×	64	123,165 ×		
13	157,340	65	123,165 × 122,292 ×		
14		66	122,292 × 122,000 ×		
15	155,000 ¥				
19	152,340	67	122,000 ×		



Page	

ADMINISTRATIV	VE OFFICERS:	ADMINIST	ADMINISTRATIVE OFFICERS:		SALARY
VICE PRES FOR INSTI-			ADMINISTRATIVE VICE		82,300
TUTIONAL P		PRESID		12	81,420
				13	81,200 ×
RANK	SALARY	RANK	SALARY	14	81,072 ×
1	130,008 ×	1	149,000 ×	15	81,004
2	106,967	2	129,000 ×	16	80,325 ×
_ . 3	104,200 ×	3	115,667 ×	17	80,160 ×
4	101,860 *	4	115,560 ×	18	80,000 ×
5	101,833 *	5	111,165 *	19	79,900 ×
6	99,986 ×	6	111,000 ×	20	79,692
7	98,500	7	106,566	21	78,780 ×
8	94,591 ×	8	100,000 ×	22	78,600 ×
	(94,494)*	9	98,975 ×	23	77,924 ×
10	93,500 ×	10	(97,500)×	24	77,735 ×
11	92,030 ×	11	94,500	25	77,600 ×
12	90,000 *	12	94,500 ×	26	77,110 ×
13	86,556	13	94,444 ×	27	75,300 ×
14	73,228	14	94,340 ×	28	74,500 ×
	(70,000)×	15	92,900 ×	29	73,824 ×
16	68,500	16	91,055	30	73,000 ×
	(59,651)×	17	89,786 ×	31	73,000
	(37,0317~	18	85,000 ×	32	72,168 ×
AVERAGE "X"	94,346	19	84,548	33	72,059
AVEIGHOL ~	74,040	20	83,000	34	71,603 ×
AVERAGE ALL	92,112	21	82,000 ×	3 5	70,000
AVERAGE ALL	72)112	22	81,600	36	69,350 ×
ADMINISTRATI	VE OFFICERS:	23	80,812 ×	37	68,244 ×
EXECUTIVE		24	76,000 ×	38	66,690
PRESIDENT	V10L	25	75,633	39	65,720
I ILLUIDEN		26	74,720 ×	40	64,272
RANK	SALARY	27	74,000	41	64,263
1	147,149	28	63,000 ×	42	64,000 ×
2	130,613 ×	20	00,000 ^	43	64,000
3	(118,490)×	AVERAGE	™×™ 97,768	44	63,703 ×
4	118,484 ×	AVENAGE	77,7765	45	63,333 ×
5	118,250	AVERAGE	ALL 94,510	46	62,900
6	118,000 ×	HULIMOL	71,020	47	62,560 ×
7	107,960 ×	ADMINIS	TRATIVE OFFICERS:	48	62,400 ×
8	105,000		TANT TO THE	49	61,668
9	102,014 *	PRESI		50	59,772
10	(97,500)*			51	58,800 ×
11	92,085	RANK	SALARY	52	58,000 ×
12	78,258 ×	1	142,747 ×	53	57,225 ×
	.0,250	2	108,202	54	57,120 ×
AVERAGE "X"	108,915	3	105,000 ×	55	56,633
HVERHOE "	100,712	4	101,000	56	55,870 ×
AVERAGE ALL	111,150	5	89,000 ×	57	55,000
HAMINIAM MPP	,	6	86,541 ×	58	55,000 ×
		7	85,068 ×	59	55,000
		8	85,000 ×	60	53, 8 36
		9	84,000 ×	61	53,609 ×
		10	83,094 ×	62	52,104 ×
		••	00 ,077 ^	¥.	2-11VT A



TABLE I (CONTINUED)

ADMINISTRATI	VE OFFICERS:	ADMINISTRA	TIVE OFFICERS:	RANK	SALARY
ASSISTANT TO THE		VICE PRE	SIDENT FOR	15	94,248 ×
PRESIDENT		INFORMAT	ION MANAGEMENT	16	92,800
				17	90,500
RANK	SALARY	RANK	SALARY	18	90,000 ×
(CONTINUE	D)	1	158,900 ×	19	89,951 ×
63	50,000 ×	2	125,000 ×	20	88,200 ×
64	49,198 ×	3	111,624	21	87,528
65	48,900	4	111,279 ×	22	86,930 ×
66	48,137 ×	5	110,057 ×	23	. 86,552 ×
67	48,000 ×	6	109,090 ×	24	85,254 ×
68	46,490 ×	7	105,681 ×	25	85,214
69	45,594	8	95,000 ×	26	85,000 ¥
70	44,437 ×	9	94,742 ×	27	84,889 ×
71	43,608	10	(94,494) ×	28	84,400 ×
72	42,465 ×	11	93,930 ×	29	84,000 ×
73	41,664 ×	12	89,000 ×	30	83,370 ×
74	39,840	13	88,333 ×	31	83,160 ×
75	38,556	14	86,448	32	81,625 ×
76	36,573 ×	15	84,790 ×	33	81,200 ×
77	36,096	16	83,500 ×	34	80,870 ×
78	35,700 ×	17	82,080 ×	35	80,854 ×
,,,	05).00 11	18	80,500 *	36	80,247 ×
AVERAGE ***	68,534	19	78,922 ¥	37	79,830
ATENACE "	00,501	20	77,748 ×	38	79,753
AVERAGE ALL	67,003	21	67,860	39	79,090 ×
ATENACE ACE	01,000	22	65,638	40	78,431 ×
ADMINISTRAT	IVE OFFICERS:	23	63,348 ×	41	78,300 ×
	IDENT FOR	24	53,448	42	77,622
HEALTH	IDENT TON	_ ,	20)440	43	77,216 ×
NEACTH		AVERAGE "	×** 96,126	44	76,999 ×
RANK	SALARY	HUENHOL	70,120	45	76,500
1	309,000 ×	AVERAGE A	LL 92.142	46	76,500 ×
2	226,641 ×	HVERHOE H	/-/	47	76,050 ×
3	201,200 ×	ATMINITATIO	ATIVE OFFICERS:	48	76,000
4	185,000 ×		R OF COMPUTING	49	75,900 ×
5	181,050 ×	SERVICE		50	75,594
6	171,770 ×	JERTIOL		51	75,300 ×
7	(163,611)*	RANK	SALARY	52	75,240 ×
8	153,759 ×	1	125,000 ×	53	74,750 ×
9	134,000 ×	2	115,000 ×	54	74,750 ×
10	130,480 ×	3	115,000 ×	55	73,984
11	121,475 ×	4	108,500 ×	56	73,908 ×
12	120,000	5	108,000 ×	57	73,869 ×
13	112,500 ×	6	106,000 ×	58	73,639 ×
14	99,000 ×	7	105,000 ×	59	73,500
15	63,500 ×	8	102,630 ×	60	73,500
19	00)200 X	9	99,625 ×	· 61	72,706
AVERAGE ***	m 160,928	10	99,120 ×	62	72,230 ×
WAEKWOEX	100,720	11	97,872 ×	63	71,269
AVERAGE AL	L 158,199	12	96,000 ×	64	71,240 ×
MAEKWOE ME	L 154)177	13	95,797 ×	65	70,700 ×
		14	94,582	66	70,164 *
		4.7	7.4 J. 24L		TO TO TO TO

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93



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ADMINISTRATIVE OFFICERS:		RANK	SALARY	RANK	SALARY
DIRECT	OR OF COMPUTING	((CONTINUED)	42	59,621
SERVIC	ES			43	58 ,625
		AVERAGE "	₽ 1 78,632	44	58,500 ×
RANK	SALARY			45	58,128 ×
	INUED)	AVERAGE A	LL 75,362	46	57,804 ★
67	70,000 ×			47	57,743
68	69,242 ×	ADMINISTR	ATIVE OFFICERS:	48	57,071 ×
69	69,188 ×	DIRECTO		49	56,763 ×
70	69, 084 ×	AFFIRMA	TIVE ACTION	50	56,727 ¥
71	68,791			51	56,364
72	67,670 ×	RANK	SALARY	52	56,246 ×
73	66,884	1	93,200 ×	5 3	56,002 ×
74	66,780 ¥	2	84,716 ×	54	55,796 ×
75	66,745 ×	3	80,600 ×	55	55,650 ×
76	66,500	4	80,224 ¥	56	55,392 ×
77	66,442 ×	5	80,000 ×	57	55,348 ×
78	65,755 ×	6	78,284 ×	58	55,000 ×
79	65,720 ×	7	77,451 ×	59	55,000 ×
80	65,700 ×	8	75,500 ×	60	54,900
81	65,700 ×	9	75,000 ×	61	54,675 ×
82	65,000	10	· 74,800 ×	62	54,264
83	65,000 ×	11	74,294 ×	63	54,060
84	64,594	12	74,071 ×	64	52,344 ×
85	64,500 ×	13	72,056 ×	65	51,500 ×
86 .	64,146	14	71,000 ×	66	51,450
87	64,000	15	71,000 ×	67	50,976
88	63,900 ×	16	70,145 ×	68	50,300 ×
89	63,600 ×	17	70,000 ×	69	49,350 ×
90	62,577	18	68,550 ×	70	48,535 ×
91	62,100 ×	19	(68,493)×	71	48,471
92	61,800	20	68,000	72	48,000
93	60,850 ×	21	68,000 ×	72 73	48,000 ×
93 94	60,770	22	66,950 ×	74	47,000 A
95	60,628	23	66,950 ×	75	46,850
96	60,300 ×	24 24	66,839	76	46,800 ×
97	59,578	25	66,450 ×	77	46,600 ×
98	59,040	26	66,370 ×	78	46,410
99	58,480 ×	27	66,120	79	46,240 ×
100	58,082 ×	28	66,000	80	46,215 ×
101	57,800	29	66,000	81	46,073 ×
102	56,471	30	65,300 ×	82	45,400
103	56,046	31	64,824	83	45,000 ×
104	55,884	32	64,100 ×	84	43,333 ×
105	55,698	33	63,000 ×	85	43,021
106	54,603	34	62,400	86	41,800 ×
107	53,724 ×	35	61,500 ×	87	41,780 ×
107	53,724 ×	36	61,500 ×	88	40,596 ×
108	52,200 ×	37	60,685 ×	89	40,440 ×
110	50,175 ×	37 38	60,600	90	40,331
111	48,471	39	60,475 ×	91	39,999 ×
	47,900 ×	40	60,000 ×	92	39,240 ×
112	77,700 ×	40 41	59,904 ×	93	39,148 ×
		41	J/)/UT ^	75	07)ITU ^

UNIVERSITY OF ARKANSAS OFFICE OF INSTITUTIONAL RESEARCH ADMINISTRATIVE SALARIES SURVEY 1992-93



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AMMINISTRA	TIVE OFFICERS:	RANK	SALARY	RANK S	ALARY
DIRECTOR		29	61,743 ×	81	45,309
	IVE ACTION	30	61,700 ×	82	44,748 ×
74 1 214 211		31	61,620 ×	83	44,220 ×
RANK	SALARY	32	61,361	84	43,608
(CONTIN		33	61,247 ×	85	43,600 ×
94	37,451	34	61,152 ×	86	43,422
95	36,580	35	61,100 ×	87	42,253 ×
96	33,024	36	60,900	88	42,200
97	32,356 ×	37	60,675 ×	89	40,079
9 8	32,314	38	60,556 ×	90	39,133
99	32,200 ×	39	60,200 ×	91	37,110
100	30,700 ×	40	60,000 ×	92	37,000 ×
101	25,038 ×	41	(59,651)×	93	36,375
102	23,660	42	59,500	94	35,680 ×
102	23,000	43	59,000 ×	95	34,284
AVERAGE 19	€" 58,309	44	58,980 ×	96	29,975 ×
AVERAGE "	20,307	45	58,947 ×	,,	
AVEDACE AL	LL 56,329	46	58,847 ×	AVERAGE ***	59,406
AVERAGE A	LL 30,329	47	58,585 ×	AVEILAGE	57, 100
ADMINICIDA	ATIVE OFFICERS:	48	58,400 ×	AVERAGE ALL	57,459
	R OF INSTITU-	49	58,289 ×	MATINAT UTT	3.,,
		50	´ 57,886	ADMINISTRATI	VE DEETCERS:
ITUNAL	RESEARCH	50 51	57,000 57,298 ×	LEGAL COUNSEL	
24111	CALADY		57,290 ×	LLONL COUN	
RANK	SALARY	52 53			-
1	94,630 ×	53 57	56,100 ×	RANK	SALARY
2	90,000	54 55	55,448 ¥	1	112,590 ×
3	86,424	55 54	55,115 ×	2	112,000 ×
4	82,529 ×	56	54,608 ×	3	104,000 ×
5	77,000 ×	57 50	54,343	4	99,200 ×
6	76,000 ×	5 8	53,964 ×	5	98,280 ×
7	72,675	59 	53,960 ×	6	97,142 ×
8	72,647 ×	60	53,829		96,560 ×
9	71,250 ×	61	53,160 ×	7	95,098 ×
10	71,208	62	52,510	8 9	
11	(70,000)×	63	52,12 8	10	94,000 × 94,000 ×
12	70,000 ×	64	51,700 ×		92,836
13	69,893 ×	65	51,653 ×	11	
14	69,500 ×	66	51,600	12	92,000 ×
15	69,000 ×	67	51,336 ×	13	91,100 ×
16	69,000 ×	68	51,000	14	90,000 ×
17	68,500 ×	69	50,998	15	89,754 ×
18	67,830 ×	70 	50,600	16	89,709 ×
19	(67,600)×	71	50,400	17	89,252 ×
20	67,500 ×	72	49,384	18	89,000 ×
21	67,474 ×	73	49,212	19	87,000 ×
22	66,237 ×	74	49,085 ×	20	86,316
23	65,940	75	48,480 ×	21	84,798 ×
24	65,216 *	76	48,336	22	80,436
25	65,000 ×	77	48,000 ×	23	79,706 ×
26	64,855	78	47,500 ×	24	78,400 ×
27	63,500 ×	79	47,300 ×	25	78,196 ×
28	62,500	80	46,716	26	78,000 ×

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93



ADMINISTRATIVE OFFICERS: ACADEMIC OFFICERS:			RANK 49	SALARY:	
LEGAL COUNSEL			VICE PRESIDENT FOR		96,633
		ACADEMIC	AFFAIRS	50	95,000
				51	(94,500)*
RANK	SALARY	RANK	SALARY	52	94,000 ×
(CONTINUE		1	176,185 ×	53	94,000 ×
27	77,793 ×	2	158,000 ×	54	93,500
28	77,750	. 3	155,000 ×	55	93,266
29	77,000 ×	4	(144,390) *	56	93,072
30	76,136 ×	5	142,008 ×	57	92,950 ×
31,	76,129 ×	6	140,004 *	58	92,530
<i>3</i> 2	75,609	7	137,000 ×	59	92,400
33	74,707 ×	8	134,000	60	92,000
34	74,700 ×	9	132,600 ×	61	90,640
35	74,643	10	131,301 ×	62	89,980 ×
36	74,290 ×	11	130,000 ×	63	89,706 ×
37	73,939 ×	12	(129,000)*	64	89,400
38	73,575 ×	13	128,000 ×	65	89,013 ×
39	70,740 ×	14	126,250 ×	66	88,500
40	70,686	15	126,000 ×	67	720, 87
41	70,380 ×	16	125,000 ×	68	87,214
42	68,945	. 17	125,000 ×	69	86,000
43	68,300 ×	18	121,200 ×	70	85,433
44	68,028 ×	19	121,176	71	84,552
45	67,559	20	120,000	72	80,000
46	67,350 ×	21	119,000 ×	73	77,880 ×
47	67,200 ×	22	(115,000)*	74	77,875 ×
48	67,000	23	114,348 ×	75	77,270
49	66,366 ×	24	(113,028)	76	76,800 ×
50	65,000 ×	25	(112,000)	77	76,700
51	64,725 ×	26	112,000 *	78	73,810
52	62,880 ×	27	112,000 ×	,,,	. 0,020
53	62,634 ×	28	109,200 ×	AVERAGE "X"	113,706
54	61,700	29	109,059	TV LITTLE 1	220,700
55 55	61,589	30	109,000	AVERAGE ALL	106,525
56	60,578	31	108,358 *	MILIMOL MLL	100,525
		32	108,338 ×	ACADEMIC OF	FTCFDS.
57	60,215 ×	33	107,604	PROVOST	ricens:
5 8	57,400 54,006		107,004 107,017 ×	i Kataji	
59 (0	56,004	34 35	106,628 *		
60	55,500 53,630	36	105,060	RANK	SALARY
61	53,439		105,060 105,048 ×		169,950 ×
62	53,167.	37 30	· ·	1 2	163,000 ×
63	50,720	38 70	103,000 ×	3	152,441 ×
64	48,260 ×	39	102,938		
65	47,100 ×	40	102,000	4 [·]	150,303 ×
66	45,396 ×	41	(100,643)	5	145,000 ×
67	44,676 *	42	100,000	6	144,500 ×
		43	100,000 ×	7	(144,390)*
AVERAGE "*"	78,694	44	(99,750)*	8	143,250 ×
		45	99,321 *	9	140,000 ×
AVERAGE ALL	75,361	46	9 8 ,505 ×	10	131,127 *
		47	98,187 ×	11	(129,000)*
		48	97,537 ×	12	12 7,9 69 ×



TABLE I (CONTINUED)

ACADEMI	C OFFICERS:	RANK	SALARY	RANK	SALARY
PROVOST			CONTINUED)	42	84,800 ×
1 11000	.			43	84,600
		AVERAGE "	en 119,244	44	84,492 ×
RANK	SALARY			45	83,828 ×
	TINUED)	AVERAGE A	L 117,902	46	83,760 ×
13	126,000 ×		•	47	83,737 ×
14	125,900	ACADEMIC (OFFICERS:	48	83,712 ×
15	125,460 ×	DIRECTO		49	83,496 ×
16	125,000	LIBRARI		50	83,382 ×
17	124,000		- -	51	83,060 ×
18	120,000 ×	RANK	SALARY	52	83,009 *
19	119,000	1	127,500 ×	53	82,296 ¥
20	(118,490)*	2	116,300 ×	54	82,248
21	118,150 ×	3	115,500 ×	55	82,000 ×
22	118,000	4	115,000 ×	56	81,626 ×
23	118,000 ×	5	112,000 ×	57	81,400
24	117,300 ×	6	106,470 ×	58	81,300 ×
25	116,600 *	7	105,828 ×	59	80,826 ×
26	116,015 *	8	103,500	60	80,305
27	116,000 *	9	102,100 *	61	80,052
28	115,500 ×	10	101,000	62	80,000
29	115,000 ×	11	100,231 ×	63	80,000 ×
30	(115,000)×	12	100,000 ×	64	79,990 ×
31	(113,028)	13	99,556 ×	65	79,900 ×
32	113,0207	14	98,400 ×	66	79,380 ×
32 33	(112,000)	15	98,000 ×	67	79,000 ×
33 34	111,500 ×	16	96,000 ×	68	78,529
35	110,000 ×	17	95,000 ×	69	78,108
36	110,000 ×	18	95,000 ×	70	78,000 ×
3 0 37	110,000 × 110,000 ×	19	95,000 ×	71	77,904 ×
37 38	110,000 ×	20	93,720 ×	72	77,898 ×
39	110,000 109,434 *	21	93,472 ×	73	77,520 ×
40	109,404 ×	22	93,120 ×	74	77,400 ×
	107,404 × 107,935 ×	23	92,941 ×	75	77,400 ×
41 42	106,200 ×	24	92,900 ×	76	77,234
42 43	106,200 ×	25	91,800 ×	77	76,990 ×
43 44	105,300 ×	26	91,599 ×	7 8	76,500
45	104,430	27	90,920 ×	79	76,500
46	104,430 ×	2 8	90,151	80	75,248 ×
47	(100,643)	29	90,000 *	81	75,020 ×
47 48	(99,750)×	30	90,000 ×	82	75,000
49	99,125	31	90,000 *	83	74,336 ×
50	99,000 ×	32	89,703 ×	84	74,000
51	98,300 ×	33	89,500 ×	85	73,956 ×
52	(94,500)×	34	87,450	86	73,600
5 3	88,008 ×	35	87,365 ×	87	72,100
54	87,500 ×	36	87,200 ×	88	72,0 2 4
55	85,000 ×	37	86,400 ×	89	72,000
23	05,000 ×	38	85,300 ×	90	72,000
		39	85,000 ×	91	72,000
		40	84,859 ×	92	71,400 ×
		41	84,800 ×	93	70,643
		47	- 1,500 ··	,-	



ACADEMIC OFFI	CERS:	RANK	SALARY	RANK	SALARY
DIRE (OR OF		5	130,008 ×	<u> 5</u> 7	95,250 ×
LIBRARIES		6	130,000 ×	58	95,098 ×
		7	125,788 ×	59	95,000 ×
RANK "	SALARY	8	125,000 ×	60	94,721
CONTINUED		9	125,000 ×	61	94,694 ×
94	70,336	10	123,600 ×	62	94,500
95	70,291 ×	11	121,200 ×	63	94,248 ×
96	69,873	12	119,800 ×	64	94,146
97	69,650 ×	13	117,785 ×	65	93,609
98	69,500 ×	14	117,000 *	6 6	93,004 ×
99	69,400	15	115,560 ×	67	92,004 ×
100	68,781 ×	16	114,950 ×	68	91,620 ×
101	68,000 ×	17	114,756 ×	69	91,476 ×
102	67,701	18	(114,432)*	70	90,600 ×
103	67,100 ×	19	113,900 ×	71	90,300
104	66,700 ×	20	113,800 ×	72	89,873
105	66,660 ×	21	113,112	73	89,008
106	65,100	22	112,500 ×	74	89,005 ×
107	65,000	23	111,000 ×	75	88,700 ×
108	63,336	24	110,635 ×	76	88,686 ×
109	63,311	25	108,500 ×	77	87,D00
110	63,221 ×	26	107,787 ×	78	86,964 ×
111	62,560	27	107,017 ×	79	86,938
112	62,512	28	106,896 ×	80	86,800 ×
113	62,421	29	105,162 *	81	86,032 ×
114	61,500	30	105,000 *	82	85,600
115	61,468	31	104,100 *	83	85,500
116	60,439	32	103,768 ×	84	85,480 ×
117	60,140	33	102,900 ×	85	85,246
118	59,880 ×	34	102,888 ×	86	84,996
119	59,760 ×	35	102,330 ×	87	84,594
120	59,095	36	102,049	88	84,552
121	58,000 ×	37	102,000 ×	89	84,440
122	58,000 ×	38	101,600 ×	90	84,045 ×
123	55,396	39	101,300	91	83,000 ×
124	55,173	40	101,280	92	82,847 ×
125	55,000 ×	41	100,940	93	82,500 ×
126	54,580	42	100,500	94	82,500 ×
120	31,300	43	100,500	95	82,000
AVERAGE "X"	84,643	44	100,300 ×	96	80,976 ×
MATIVACE V	04,040	45	100,100 *	97	80,480 ×
AVERAGE ALL	80,365	46	100,000	98	80,250
HATIMOT HEE	00,003	47	99,960 ×	99	79,718
RUSTNESS/ETS	CAL OFFICERS:	48	99,100 ×	100	77,500
VICE PRESI		49	98,725 ×	101	77,435 ×
BUSINESS	DENT TON	50	98,676 ×	102	77,279
24371633		50 51	98,000 ×	103	74,243
RANK	SALARY	52 52	98,000 ×	104	74,000
1	166,121 *	53	97,650	105	73,828
2	136,564 ×	54	96,960 ×	106	(72,000)
3	136,200 ×	55	95,500	107	72,000
4	132,500 ×	56	95,436	108	69,150 ×
•		20	· · · · · ·		,



Pac	10	12

BUSINESS/FIS	SCAL OFFICERS:	RANK	SALARY	RANK	SALARY
VICE PRESI		33	73,950 ×	8 5	55,300 ×
BUSINESS		34	73,824 ×	86	55,000
		35	72,400 ×	87	.54,600 ×
RANK	SALARY	36	(72,000)	88	54,564 *
(CONTINUE		37	71,994 ×	89	54,280
109	68,980	38	(71,400)*	90	53,872
110	67,900	39	71,400	91	53,670
111	65,000 ×	40	70,278	92	52,480 ×
112	63,944 *	41	70,175 ×	93	52,290
113	62,000 ×	42	70,000 ¥	94	52,020 ×
	0,000	43	70,000 ×	95	51,095 ×
AVERAGE "X"	101,843	44	69,999 ×	96	50,389
	202,111	45	69,999 ×	97	50,000
AVERAGE ALL	96,986	46	69,000 ×	98	49,400 ×
		47	68,800	99	49,199
BUSINESS/FI	SCAL OFFICERS:	48	67,611	100	48,236 ×
CONTROLLE		49	67,404 *	101	40,100
OOMMOLLL	'`	50	66,900 ×		,
•		51	66,348 ×	AVERAGE "X"	72,088
RANK	SALARY	52	66,175 ×	***************************************	,
1	124,000 ×	53 53	66,173	AVERAGE A!.L	68,796
, 2	97,449 ×	54	65,500		-
3	97,000 ×	55 55	65,480 ×	BUSINESS/FIS	SCAL OFFICERS:
4	93,500 ×	56	65,000		OR BURSAR
5	91,902	57	64,931	THE TOUR	
6	90,786 ×	58	64,824 ×		
7	89,501 ×	59	64,572	RANK	SALARY
8	89,466 ×	60	64,500 ×	1	100,000 ×
9	89,251	61	64,408 ×	2	98,748 ×
10	88,921 ×	62	63,700 ×	3	(96,090)×
11	(88,000)¥	63	62,822 ×	4	93,500 ×
12	87,006 ×	64	62,670	5	91,837 ×
13	85,100 ×	65	62,300 ×	6	89,000 ×
14	84,357 ×	66	61,915	7	89,000 *
15	83,868 ×	67	61,775 ×	8	(88,000)*
16	83,435 ×	68	61,200	9	86,275 ×
17	82,500 ×	69	61,200 ×	10	80,500 ×
18	81,817 *	70	61,000	11	78,000 ×
19	81,432	71	60,576	12	77,689 ×
20	81,373 ×	72	60,439	13	(74,244)
21	81,024 ×	73	59,386 ×	14	(72,000)
22	78,559 ×	74	58,968 ×	15	(71,400)×
23	78,000 ×	75	58,950 ×	16	69,944 ×
24	77,250 ×	76	58,700	17	66,190 ×
25	77,243 ×	77	58,270 ×	18	65,875
26	77,200 ×	78	58,064	19	65,8 58 ×
27	77,200 ×	79	57,660	. 20	65,688
28	77,165	80	57,388	21	65,196 ×
29	(76,803)×	81	56,323 ×	. 22	64,800 ×
30	76,500 ×	8 2	56,060	23	62,000
31	74,500 ×	83	55,600 ×	24	61,9 58 ×
32	(74,244)	84	55,515	25	59,700 ×
J.	\ (T)677/	7	,	t ✓	22,100



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BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR		RANK	RANK SALARY (CONTINUED)		RANK SALARY (CONTINUED)	
	0.41.4594	AVERAGE 1	™¥M 60,282	AVERAGE "X	61,893	
RANK	SALARY	AUTDAOT	A11 E4 711	AVERAGE ALI	57,358	
	INUED)	AVERAGE A	ALL 56,311	AVERAGE ALI	. 57,330	
26	58,980 ×	DUCTNESS	ACTOCAL OFFICERS	BUCTMECC /E'	ISCAL OFFICERS:	
27	58,525 ×		/FISCAL OFFICERS:			
28	56,175	ROZINE	SS MANAGER	DIRECTUR	OF PURCHASING	
29	56,040 ×					
30	54,980	DANK	CALADV	DANK	SALARY	
31	54,891 54,104 ×	RANK	SALARY	RANK		
32	54,124 ×	1	(96,090)*	1	87,400 ¥	
33	53,610 ×	2	88,000 ×	2 3	79,660 ×	
34	53,235	3	86,233		79,566 ×	
35	53,010	4	85,980	4	75,600 ¥	
36	51,450 ×	5	83,500 ×	5	72,400 ×	
37	50,400 ×	6	77,300 ×	6	69,732 ×	
38	49,900 ×	7	(76,803)×	7	69,001 ×	
39	49,380 ×	8	75,000 ×	8	68,340 ×	
40	49,337 ×	9	71,393 ×	9	67,719 ×	
41	49,299 *	10	69,180 ×	10	67,120 ×	
42	48,000 ×	11	67,830 ×	11	67,000 ×	
43	47,426 ×	12	65,148 ×	12	66,862 ×	
44	47,348 ×	13	62,917	13	66,801 ×	
45	47,142 *	14	61,284 ×	14	66,670	
46	46,965 ×	15	59,569 *	15	66,000 ×	
47	46,733	16	58,056 ×	16	65,988	
48	45,000 ×	17	57,616	17	65,935 ×	
49	44,952 ×	18	56,925 ×	18	65,400 ×	
50	44,800	19	56,700	19	64,680	
51	44,388 ×	20	56,064	20	64,608	
52	43,167 ×	21	55,620	21	64,328 ×	
53	43,066 ×	22	55,150	22	64,199 ×	
54	42,024	23	47,200 ×	23	63,422 ×	
55	42,000	24	46,401	24	62,500 ×	
56	41,985	25	46,160	25	61,346 ×	
57	40,247	26	45,960 ×	26	60,000 ×	
58	40,113	27	45,528	27	60,000 ×	
59	39,913 ×	28	44,380	28	59,755	
60	39,800 ×	29	44,150 ×	29	59,460	
61	38,020 ×	30	43,260	30 	59,160	
62	37,662 ×	31	43,260	31	58,650 ×	
63	36,771 ×	32	41,067	32	58,000 ×	
64	35,305	33	40,475	33	57,801 ×	
65	35,052 ×	34	39,906	34	57,681 ×	
66	34,620	35	35,481 ×	35	57,000 ×	
67	34,560	36	35,020	36	56,952 ×	
68	34,152 ×	37	31,045 *	37	56,500 ×	
69	32,910	38	27,980 ×	38	56,499	
70	29,544			. 39	56,116 ×	
71	27,600			40	55,700 ×	
				41	55,365 ×	

UNIVERSITY OF ARKANSAS
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TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:		RANK SALARY		RANK	SALARY
	OR OF PURCHASING	89	45,055 ×	12	68,300 ×
DINEO		90	45,000	13	67,000 ×
		91	44,880 ×	14	66,000 ×
RANK	SALARY	92	44,480 ×	15	63,690 ×
	INUED)	93	44,350	16	63,040
42	55,000 ×	94	44,200	17	63,000 ×
43	55,000 ×	95	44,152	18	63,000 ×
44	54,300	96	44,040	19	61,140
45	53,869	97	44,000	20	61,105 ×
46	53,739 ×	98	43,563	21	60,800 ¥
47	53,721 ×	99	43,320 ×	22	60,251 ×
48	53,428 ×	100	42,316	23	60,015 ×
49	53,150 ×	101	41,928	24	60,008 ×
50	52,944 ×	102	41,278	25	60,000 ×
51	52,800 ×	103	40,529	26	59,640 ×
52	52,033 ×	104	40,498	27	59,106 ×
53	52,000	105	40,480 ×	28	58,090 ×
54	52,000 ×	106	40,147 ×	29	57,047 *
55	51,920 ×	107	39,216 ×	30	55,464
56	51,556 ×	108	39,000	31	55,200
57	51,540	109	38,596	32	55,148 ×
58	51,048 ×	110	38,080	33	55,120 ×
59	51,028 *	111	37,790	34	54,775 ×
60	51,000 ×	112	37,740 ×	. 35	54,714 ×
61	50,619 ×	113	36,050	36	54,288 ×
62	50,479 ×	114	35,343	37	54,262
63	50,124	115	32,235 ×	38	53,800 ×
64	50,122 ×	116	30,700 ×	39	53,626 ×
65	50,000 ×	117	29,760 ×	40	53,329 ×
66	49,920 ×	118	27,450 ×	41	53,112 ×
67	49,764 ×	119	26,700 ×	42	53,000 ×
68	49,629 ×	/		43	53,000 ×
69	49,488 ×	AVERAGE "X"	53,895	44	52,930
70	49,396	7.72.17.02	20,072	45	52,666
71	48,472	AVERAGE ALL	52,154	46	51,883 ×
72	48,340	717210102 1122	,	47	51,504 ×
72 73	48,325 ×	RUSTNESS/FI	SCAL OFFICERS:	48	51,500 ×
74	48,246	INTERNAL		49	50,900
75 75	47,900 ×	2		50	50,750 ×
76	47,750 ×			51	50,112 ×
77	47,435 ×	RANK	SALARY	52	49,644 ×
78	47,292 ×	1	79,943	53	49,516 ×
79	47,259	2	79,536 ×	54	49,440 ×
80	46,900 ×	3	79,000 ×	55	48,049 ×
81	46,820 ×	4	78,500 ×	56	48,045
82	46,600 ×	5	77,543 ×	57	47,993 ×
83	46,575 ×	6	73,529 ×	58	47,966
84	45,883	7	72,941 ×	59	47,895
85	45,480 ×	8	72,775 ×	60	47, 88 0 ×
86	45,332 ×	9	71,622 ×	61	47,201
87	45,250 ×	10	68,988 ×	62	47,100
88	45,058 ×	11	68,543	63	46,858 ×
-	.2,020	- -	• = · =	_	•



TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:		BUSINESS/F	BUSINESS/FISCAL OFFICERS:		SALARY
INTERNAL AUDITOR		BUDGET O	BUDGET OFFICER		63,239 ×
				50	63,000 ×
				51	62,640 ×
RANK	SALARY	RANK	SALARY	52	62,500 ×
(CONTINUE		1	118,000	53	61,500
64	46,555	2	100,000 ×	54	61,213 ×
65	45,946	3	95,316 ×	55	61,128
66	45,900 ×	4	91,425	56	61,089
67	45,754	5	90,400 ×	57	60,664
68	45,288 ×	6	89,448 ×	5 8	60,000 ×
69	45,164	7	85,000 ×	59	59,500 ×
70	45,000 ×	8	83,076 ×	60	59,023 ×
71	44,544 ×	9	82,000 ×	61	58,900 ×
72	44,500 ×	10	81,975 ×	62	58,761 ×
72 73	42,744	11	80,351 ×	63	57,996
74 74	42,617 ×	12	79,206 ×	64	57,559
75	42,017 ~	13	78,431 ×	65	56,004
				66	56,000 ×
76	42,015	14	77,844 ×	67	
77	41,950 ×	15	75,975 ×		55,000 56,672
78	41,912	16	75,263 ×	68	54,672 56,336
79	41,348 ×	17	75,000	69 	54,114
80	41,050	18	74,800 ×	70 	54,090
81	41,000	19	74,100	71	54,000
82	40,000 ×	20	74,000	72	54,000 ×
83	39,398	21	73,300 ×	73	53,955
84	38,490	22	72,612 *	74	53,952 ×
85	38,272	23	71,940 ×	75	(53,519)
86	38,250	24	71,060 ×	76	53,000 ×
87	36,750 ×	25	70,008	77	52,324
88	36,518	26	70,000 ×	78	52,000 ×
89	36,264 ×	27	69,050	79	51,250 ×
90	36,180 ×	28	68,740 ×	80	50,702 ×
91	35,306 ×	29	68,064 ×	81	50,633
92	35,300	30	67,611	82	5û,195 ¥
93	35,250 ×	31	(67,600)×	83	49,980 ×
94	35,028	32	67,400 ×	84	49,980 ×
95	34,900	33	66,941 ×	85	49,900 ×
96	32,798	34	66,512 ×	86	48,947 ×
97	32,700	35	66,456 ×	87	48,522 ×
98	31,500 ×	36	66,288 ×	88	46,958
99	30,668 ×	37	66,250 ×	89	46,464 ¥
100	30,000 ×	38	66,180 ×	90	46,435
101	25,852 ×	39	66,179 ×	91	45,075
101	23,032	40	65,690 ×	92	45,000 ×
AVERAGE "X"	53,626	41	65,520 ×	93	44,310
HAPINAR V	30,020	42	65,431	94	43,972
AVERAGE ALL	51,163	43	65,400	95	43,740
MYERMOE ALL	JI, 103	43 44	65,400 ×	96	43,444 ×
			65,300 ×	97	43,353 ×
		45 46		98	42,000 ¥
		46	65,000 ¥		
		47	64,500 ×	99	34,950 ¥
		48	63,562 ×	100	34,152 ×



TABLE I (CONTINUED)

BUDGET OFFICER 37 46,440 89 31,543 x 36 45,750 x 90 31,500 x 90 32,28 x 46,500 x 90 32,200 x 47,135 x 47,500 x	BUSTNESS/ETS	CAL OFFICERS:	RANK	SALARY	RANK	SALARY
RAIN SALARY 40 45,142 91 31,980 x RAIN SALARY 40 45,142 92 30,222 x CONTINUED) 41 45,000 x 93 28,986 101 28,227 42 44,952 94 28,149 x AVERAGE "X" 64,192 46 44,325 95 27,138 AVERAGE ALL 62,704 46 43,955 96 26,000 AVERAGE ALL 62,704 46 43,965 x 98 23,764 x BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE "X" 44,363 DIRECTOR OF PAYROLL 49 42,200 x 50 42,050 AVERAGE ALL 43,468 RAIN SALARY 52 41,112 BUSINESS/FISCAL OFFICERS: 11 70,980 x 53 41,628 DIRECTOR OF PERSONNEL 2 66,500 x 54 41,468 x 3 65,004 x 55 40,975 x 1 150,000 x 6 64,199 x 56 40,800 x RAINK SALARY 5 66,900 x 58,844 x 59 39,592 x 3 94,392 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 8 8,404 60 39,204 x 5 8 8,900 x 8 11 56,500 x 5 8 9 8,000 x 8 8 8 8,404 60 39,204 x 5 8 8,900 x 8 11 56,500 x 5 8 9 8,000 x 8 8 8 8,404 60 39,204 x 5 8 8,900 x 8 11 56,500 x 63 38,557 x 7 8 8,504 x 11 7 7 8,500 x 11 56,500 x 63 38,557 x 7 8 8,504 x 12 56,000 x 63 38,557 x 7 8 8,504 x 11 7 9,672 x 11 1 7 9,672 x 11 1 9 56,300 x 63 38,557 x 7 8 8,504 x 11 7 7 8,805 x 11 1 7 9,672 x 11 1 7 9,672 x 11 1 1 1 7 9,672 x 11 1 1 1 7 9,672 x 11 1 1 1 1 1 7 9,672 x 11 1 1				46,440	. 89	31,543 ×
RANK SALARY 40 45,192 92 30,222 × (CONTINUED) 41 45,000 × 93 28,986 101 28,227 42 44,952 × 94 28,1479 AVERAGE TIME 44,192 44 44,823 95 27,138 AVERAGE TIME 46,192 44 44,823 95 27,138 AVERAGE ALL 62,704 46 43,965 × 98 23,764 × 47 43,820 BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE TIME 47 43,63 DIRECTOR OF PAYROLL 49 42,200 × 62,050 AVERAGE ALL 43,468 DIRECTOR OF PAYROLL 49 42,200 × 62,050 AVERAGE ALL 43,468 EARNK SALARY 52 41,712 BUSINESS/FISCAL OFFICERS: 1 41,835 × 14,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 41,468 × 12 4,468 EARNK SALARY 52 41,712 BUSINESS/FISCAL OFFICERS: 2 40,975 × 4 4,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 41,468 × 12 4,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 41,468 × 12 4,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 40,975 × 1 150,000 × 5 6 40,800 × 1 150,000 × 5 6 40,975 × 1 1 150,000 × 5 6 40,975 × 1 1 150,000 × 5 6 40,975 × 1 1 150,000 × 5 6 40,975 × 1 1 150,000 × 5 6 40,975 × 1 1 150,000 × 5 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 150,000 × 6 6 40,975 × 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	202021 0.11	20011			90	31,500
RANK SALARY 61 45,192 x 92 30,222 x 101 28,227 41 45,000 x 93 28,966 101 28,227 42 44,952 x 94 28,149 x 44,952 x 94 28,149 x 44,952 x 94 28,149 x 44,952 x 95 27,138 x 44,825 95 27,138 x 44,825 96 626,000 45 44,244 x 97 24,832 x 4 x 4,835 x 98 23,764 x 4,835 x 98 23,764 x 4,835 x 14,835 x 14					91	30,980 ×
CCONTINUED	PANK	SALARY			92	30,222 *
101					93	28,986
AVERAGE "%" 64,192 44 44,325 95 27,138 AVERAGE "%" 64,192 45 44,244 97 26,000 AVERAGE ALL 62,704 46 43,965 98 23,764 8 BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE "%" 44,363 DIRECTOR OF PAYROLL 50 42,050 AVERAGE "%" 44,365 DIRECTOR OF PAYROLL 50 42,050 AVERAGE "%" 44,365 EXAMPLY 52 41,712 BUSINESS/FISCAL OFFICERS: 1 70,980 553 41,628 DIRECTOR OF PERSONNEL 2 66,500 554 41,468 8 3 65,004 555 40,975 8 4 64,199 556 40,800 8 RANK SALARY 55 40,975 8 4 64,199 556 40,800 8 RANK SALARY 55 60,000 8 7 58,584 59 39,592 8 3 94,392 8 8 58,404 60 39,204 8 4 94,000 9 57,367 8 61 39,204 8 5 89,000 8 10 56,500 8 61 39,204 8 5 89,000 8 11 56,300 8 63 38,557 8 7 85,006 8 11 56,300 8 63 38,557 8 7 85,046 8 13 55,957 8 65 38,000 8 9 80,600 8 14 55,906 8 66 37,680 8 10 79,800 8 14 55,906 8 66 37,680 8 10 79,800 8 15 55,906 8 66 37,560 10 79,800 8 15 55,595 8 70 37,505 11 79,6072 8 15 17,505 8 19 52,393 71 36,771 8 15 78,791 8 19 52,393 71 36,771 8 15 78,791 8 22 55,500 8 15 55,505 8 70 37,000 14 78,895 8 19 52,393 71 36,771 8 15 78,791 8 22 55,500 8 15 55,505 8 70 37,000 14 78,895 8 22 55,393 71 36,771 8 15 78,791 8 22 55,500 8 15 55,505 8 74 5500 8 10 79,800 8 22 55,393 71 36,771 8 15 78,791 8 22 55,500 8 15 55,505 8 74 36,000 8 17 78,800 8 22 55,393 71 36,771 8 15 78,791 8 22 55,393 71 36					94	
AVERAGE TIMP 64,192 44 44,325 96 26,000 AVERAGE ALL 62,704 46 43,965 × 98 23,764 × 47 43,820 BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE TIMP 44,363 DIRECTOR OF PAYROLL 49 42,200 × 50 42,050 AVERAGE ALL 43,468 TRANK SALARY 52 41,712 BUSINESS/FISCAL OFFICERS: 1 70,980 × 53 41,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 41,468 × 3 65,004 × 55 40,975 × 4 64,199 × 56 40,800 × RANK SALARY 5 60,907 × 57 40,359 × 1 150,000 × 6 60,000 × 58 40,051 × 2 104,500 × 7 58,584 × 59 39,592 × 3 94,392 × 8 58,404 60 39,204 × 4 94,000 × 9 57,367 × 61 39,204 × 4 94,000 × 11 56,300 × 63 38,557 × 7 85,646 × 12 56,000 64 35,474 8 80,765 × 13 55,957 × 65 38,000 × 9 80,600 × 11 56,300 × 66 37,660 × 10 79,800 × 15 (53,519) 67 37,615 × 11 79,672 × 16 53,160 × 68 37,566 12 79,163 × 17 (53,3076) 69 37,356 × 11 79,672 × 16 53,160 × 68 37,566 12 79,163 × 17 (53,303) 71 36,771 × 15 78,991 × 19 52,393 71 36,771 × 15 78,991 × 20 51,890 × 72 36,344 16 78,895 × 21 51,803 73 36,200 × 18 77,885 × 23 51,000 × 75 35,781 19 76,803 × 21 51,803 73 36,200 × 17 78,800 × 22 51,550 × 70 37,000 14 78,895 × 23 51,000 × 75 35,781 19 76,803 × 24 50,880 76 35,429 20 76,500 × 25 50,388 × 77 35,422 21 76,183 × 26 50,293 × 78 35,506 × 22 (75,600 × 29 49,000 × 81 34,496 × 25 75,000 × 35 47,500 × 87 31,690 × 31 72,200	101	20,221			95	
AVERAGE ALL 62,704 46 43,965 × 97 24,832 × AVERAGE ALL 62,704 46 43,965 × 98 23,764 × 47 43,820 BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE **** 44,363 DIRECTOR OF PAYROLL 50 42,050 AVERAGE ALL 43,468	AVEDAGE TIRET	66 192				
AVERAGE ALL 62,704 46 43,965 * 98 23,764 * 47 43,820 BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE "%" 44,363 DIRECTOR OF PAYROLL 49 42,200 * 50 42,0050 AVERAGE ALL 43,468 SI 41,836 * 1	ATENADE ~	04,172				
BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE **** 44,363 DIRECTOR OF PAYROLL 49 42,200 * 50 42,050 AVERAGE ALL 43,468 FRANK SALARY 52 41,712 BUSINESS/FISCAL OFFICERS: 1 70,980 * 53 41,628 DIRECTOR OF PERSONNEL 2 66,500 * 54 41,488 DIRECTOR OF PERSONNEL 3 65,004 * 55 40,975 * 4 4 64,199 * 56 40,800 * RANK SALARY 5 60,000 * 58 40,051 * 2 104,500 * 6 60,000 * 58 40,051 * 2 104,500 * 7 58,584 * 59 39,592 * 3 9,4392 * 3 8 58,404 60 39,204 * 4 94,000 9 57,367 * 61 39,204 * 5 89,000 * 10 56,960 * 62 39,050 6 85,500 * 11 56,300 * 63 38,557 * 7 85,046 * 12 56,000 64 38,474 8 80,785 * 1 12 56,000 64 38,474 8 80,785 * 1 15 (53,519) 67 37,615 * 11 79,672 * 1 16 55,976 * 65 38,000 * 9 80,600 * 1 15 (53,519) 67 37,565 * 13 79,000 * 1 16 55,976 * 68 37,566 * 12 79,163 17 (55,076) 69 37,356 * 13 79,000 * 14 78,895 * 1 19 52,393 71 36,771 * 15 78,791 * 2 20 51,890 * 72 36,344 16 78,895 * 2 21 51,550 * 74 36,000 * 18 77,385 * 2 25 50,388 * 77 35,422 21 76,800 * 2 25 50,388 * 77 35,422 21 76,800 * 2 25 1,550 * 76 35,429 20 76,500 * 2 25 1,550 * 76 35,180 * 23 75,144 28 49,500 80 34,900 * 24 75,000 * 2 25 1,490 * 79 35,180 * 23 75,144 28 49,500 80 34,900 * 24 75,000 * 2 30 48,488 82 33,765 26 74,374 * 3 31 48,292 * 83 33,772 * 27 73,500 * 28 73,100 * 29 49,000 * 30 48,488 82 33,765 26 77,370 * 2 31 47,940 * 85 32,000 * 29 72,250 * 3 31 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,940 * 85 32,000 * 29 72,250 * 3 35 47,550 * 87 31,690 * 31 72,250 * 3 35 47,550 * 87 31,690 * 31 72,250 * 3 35 47,550 * 87 31,690 * 3	AVERAGE ALL	62.704				*
BUSINESS/FISCAL OFFICERS: 48 42,268 AVERAGE **** 44,363 DIRECTOR OF PAYROLL 49 42,200 × 50 42,050 AVERAGE ALL 43,468 RANK	HATIMOT HER	02,704				. •
DIRECTOR OF PAYROLL 49	RUSTNESS/ETS	CAL OFFICERS:			AVERAGE "X"	44,363
FANK SALARY 52 41,712 BUSINESS/FISCAL OFFICERS: 1 70,980 × 53 41,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 41,468 × 3 66,500 × 55 40,975 × 4 66,109 × 57 40,359 × 1 150,000 × 6 60,000 × 58 40,051 × 2 104,500 × 7 58,584 × 59 39,592 × 3 94,392 × 8 58,404 60 39,204 × 5 89,000 × 10 56,960 × 62 39,050 6 85,500 × 11 56,300 × 63 38,557 × 7 85,066 × 12 56,000 64 38,474 8 8 80,785 × 13 55,957 × 65 38,000 × 9 80,600 × 15 (53,519) 67 37,615 × 11 79,672 × 16 53,160 × 68 37,566 12 79,163 13 79,000 × 19 52,393 71 36,771 × 15 78,791 × 15 78,000 × 19 52,393 71 36,771 × 15 78,791 × 22 51,550 × 74 35,000 × 15 15,180 × 72 36,304 × 16 78,401 × 19 52,393 71 36,200 × 17 78,000 × 19 52,393 71 36,771 × 15 78,791 × 22 51,550 × 74 35,000 × 15 15,843 73 36,200 × 17 78,000 × 17 78,000 × 19 52,393 71 36,771 × 15 78,791 × 22 51,550 × 74 35,000 × 15 15,843 73 36,200 × 17 78,000 × 22 51,550 × 74 35,000 × 15 16 78,431 × 72 36,344 16 78,431 × 22 51,550 × 74 35,000 × 18 77,385 × 23 51,000 × 75 35,781 19 76,803 × 72 36,344 16 78,431 × 22 51,550 × 74 35,000 × 15 19 76,803 × 72 36,344 16 78,431 × 22 51,550 × 74 35,000 × 15 19 76,803 × 72 36,344 16 78,431 × 23 51,000 × 75 35,781 19 76,803 × 23 51,000 × 75 35,781 19 76,803 × 24 50,880 76 35,429 20 76,500 × 25 74,900 × 25 74,900 × 26 74,374 × 28 49,500 80 34,490 × 24 75,000 × 25 74,30						·
RANK	DINEOTOR O	, I HIKOLL			AVERAGE ALL	43,468
RANK						•
1 70,980 × 53 41,628 DIRECTOR OF PERSONNEL 2 66,500 × 54 41,468 × 3 65,004 × 55 40,975 × 4 64,199 × 56 40,800 × RANK SALARY 5 60,907 × 57 40,339 × 1 150,000 × 7 58,584 × 59 33,592 × 3 94,392 × 8 58,404 60 39,204 × 4 94,000 × 10 56,960 × 61 39,204 × 5 89,000 × 11 56,300 × 63 38,557 × 7 85,066 × 12 56,000 64 38,474 8 80,785 × 13 55,957 × 65 38,000 × 9 80,600 × 14 55,906 × 66 37,680 × 10 79,800 × 15 (53,519) 67 37,615 × 11 79,672 × 16 53,160 × 68 37,566 12 79,163 17 (53,076) 69 37,356 × 13 79,000 × 18 52,750 × 70 37,000 14 78,895 × 19 52,393 71 36,771 × 15 78,791 × 20 51,890 × 72 36,344 16 78,431 × 21 51,843 73 36,200 × 17 78,000 × 22 51,550 × 74 36,000 × 18 77,885 × 23 51,000 × 75 35,781 19 76,803 × 24 50,880 76 35,429 20 76,500 × 25 50,388 × 77 35,422 21 76,183 × 26 50,293 × 78 35,306 × 22 (75,480) 27 50,000 × 79 35,180 × 22 176,183 × 26 50,293 × 78 35,306 × 22 (75,480) 27 50,000 × 79 35,180 × 25 74,900 × 28 49,500 × 81 34,496 × 25 74,900 × 31 48,488 82 33,765 26 74,374 × 32 48,264 84 32,300 × 29 72,730 × 33 47,940 × 85 32,000 × 29 72,730 × 34 47,845 × 86 31,962 × 30 72,250 × 35 47,500 × 87 31,690 31 72,200	PANK	SAL ARY			BUSINESS/FIS	CAL OFFICERS:
2 66,500 * 54 41,468 * 3 65,004 * 55 40,975 * 40,975 * 4 64,199 * 56 40,800 * RANK SALARY 5 60,907 * 57 40,359 * 1 150,000 * 6 60,000 * 58 40,051 * 2 104,550 * 7 58,584 * 59 39,592 * 3 94,392 * 8 58,404 60 39,204 * 4 94,000 9 57,367 * 61 39,204 * 5 89,000 * 10 56,960 * 62 39,050 6 85,500 * 11 56,300 * 63 38,557 * 7 85,004 * 12 56,000 64 38,474 8 80,785 * 13 55,957 * 65 38,000 * 9 80,600 * 14 55,906 * 66 37,680 * 10 79,800 * 15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 14 78,895 * 19 52,393 71 36,771 * 15 78,791 * 20 51,890 * 72 36,344 16 78,431 * 21 51,843 73 36,200 * 18 77,385 * 23 51,000 * 79 35,180 * 22 51,550 * 74 36,000 * 18 77,880 * 75 35,781 19 76,803 * 75 35,781 19 76,803 * 75 35,781 19 76,803 * 76 35,422 21 76,183 * 26 50,293 * 78 35,306 * 22 (75,480) 29 49,000 * 81 34,496 * 25 74,900 * 24 75,000 * 29 49,000 * 81 34,496 * 25 74,900 * 24 8,288 82 33,755 * 26 74,900 * 29 49,000 * 81 34,496 * 25 74,800 * 29 49,000 * 81 34,496 * 25 74,805 * 35 47,800 * 35 47,805 * 35 47,805 * 35 47,800 * 35 47,805 * 35 47,800 * 35 47,8						
3 65,004 * 55 40,975 * 40,400 * RANK SALARY 55 60,907 * 56 40,800 * RANK SALARY 56 60,907 * 57 40,359 * 1 150,000 * 66 60,000 * 58 40,051 * 2 104,500 * 7 58,584 * 59 39,592 * 3 94,392 * 3		•				
4 64,199 × 56 40,800 × RANK SALARY 5 60,907 × 57 40,359 × 1 150,000 × 7 58,584 × 59 39,592 × 3 94,392 × 8 58,404 60 39,204 × 4 94,000 × 9 57,367 × 61 39,204 × 5 89,000 × 10 56,960 × 62 39,050 6 85,500 × 11 56,300 × 63 38,557 × 7 85,046 × 12 56,000 64 38,474 8 80,785 × 13 55,957 × 65 38,000 × 9 80,600 × 14 55,906 × 66 37,680 × 10 79,800 × 15 (53,519) 67 37,615 × 11 79,672 × 16 53,160 × 68 37,566 12 79,163 79,000 × 18 52,750 × 70 37,000 14 78,895 × 19 52,393 71 36,771 × 15 78,791 × 20 51,890 × 72 36,344 16 78,431 × 21 51,843 73 36,200 × 18 77,385 × 22 51,550 × 74 36,000 × 18 77,385 × 23 51,000 × 75 35,781 19 76,803 × 24 50,880 76 35,429 20 76,500 × 25 50,388 × 77 35,422 21 76,183 × 26 50,293 × 78 35,306 × 22 (75,480) × 27 50,000 × 79 35,180 × 22 77,360 × 28 49,500 80 34,900 × 24 75,000 × 29 49,000 × 81 34,990 × 28 73,100 × 29 49,000 × 81 34,990 × 24 75,000 × 30 48,488 82 33,765 22 77,350 × 31 48,292 × 83 33,372 × 27 73,500 × 33 47,940 × 85 32,000 × 29 72,730 × 34 47,940 × 85 32,000 × 29 72,730 × 35 47,500 × 87 31,690 31 72,200						
5 66,907 * 57 40,359 * 1 150,000 * 6 60,000 * 58 40,051 * 2 104,500 * 7 58,584 * 59 39,592 * 3 94,392 * 8 58,404 60 39,204 * 4 94,000 9 57,367 * 61 39,204 * 5 89,000 * 10 56,960 * 62 39,050 6 85,500 * 11 56,300 * 63 38,557 * 7 85,046 * 12 56,000 64 38,474 8 80,785 * 13 55,957 * 65 38,000 * 9 80,600 * 14 55,906 * 66 37,680 * 10 79,800 * 15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 18 52,750 * 70 37,000 14 78,895 * 19		•			RANK	SALARY
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8 58,404 60 39,204 * 4 94,000 9 57,367 * 61 39,204 * 5 89,000 * 10 56,960 * 62 39,050 6 85,500 * 11 56,300 * 63 38,557 * 7 85,046 * 12 56,000 64 38,474 8 80,785 * 13 55,957 * 65 38,000 * 9 80,600 * 14 55,906 * 66 37,680 * 10 79,800 * 15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 18 52,750 * 70 37,000 14 78,895 * 19 52,393 71 36,711 * 15 78,791 * 20 51,890 * 72 36,344 16 78,431 * 21 51,843 73 36,200 * 17 78,000 * 22 <						
9 57,367 × 61 39,204 × 5 89,000 × 10 56,960 × 62 39,050 6 85,500 × 11 56,300 × 63 38,557 × 7 85,046 × 12 56,000 64 38,474 8 80,785 × 13 55,957 × 65 38,000 × 9 80,600 × 14 55,906 × 66 37,680 × 10 79,800 × 15 (53,519) 67 37,615 × 11 79,672 × 16 53,160 × 68 37,566 12 79,163 17 (53,076) 69 37,356 × 13 79,000 × 18 52,750 × 70 37,000 14 78,895 × 19 52,393 71 36,771 × 15 78,791 × 20 51,890 × 72 36,344 16 78,431 × 21 51,843 73 36,200 × 17 78,000 × 22 51,550 × 74 36,000 × 18 77,385 × 23 51,000 × 75 35,781 19 76,803 × 24 50,880 76 35,429 20 76,500 × 25 50,388 × 77 35,422 21 76,183 × 26 50,293 × 78 35,306 × 22 (75,480) × 79 35,180 × 23 75,144 28 49,500 80 34,900 × 24 75,000 × 29 49,000 × 81 34,496 × 25 74,900 × 32 48,488 82 33,765 26 74,374 × 31 48,292 × 83 33,372 × 27 73,500 × 32 48,488 82 33,765 26 74,374 × 31 48,292 × 83 33,372 × 27 73,500 × 33 47,940 × 85 32,000 × 29 72,730 × 34 47,845 × 86 31,962 × 30 72,250 × 35 47,500 × 87 31,690 31 72,200						
10 56,960 * 62 39,050 6 85,500 * 11 56,300 * 63 38,557 * 7 85,046 * 12 56,000 64 38,474 8 81,785 * 13 55,957 * 65 38,000 * 9 80,600 * 14 55,906 * 66 37,680 * 10 79,800 * 15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 18 52,750 * 70 37,000 14 78,895 * 19 52,393 71 36,771 * 15 78,791 * 20 51,890 * 72 36,344 16 78,431 * 21 51,843 73 36,200 * 17 78,000 * 22 51,550 * 74 36,000 * 18 77,385 * 23 51,000 * 75 35,422 20 76,500 * 25						•
11 56,300 * 63 38,557 * 7 85,046 * 12 56,000 64 38,474 8 80,785 * 13 55,957 * 65 38,000 * 9 80,600 * 14 55,906 * 66 37,680 * 10 79,800 * 15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 18 52,750 * 70 37,000 14 78,895 * 19 52,393 71 36,371 * 15 78,791 * 20 51,890 * 72 36,344 16 78,431 * 21 51,843 73 36,200 * 17 78,000 * 22 51,550 * 74 36,000 * 18 77,385 * 23 51,000 * 75 35,781 19 76,500 * 25 50,388 * 77 35,422 21 76,500 * 25						
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14 55,906 * 66 37,680 * 10 79,800 * 15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 18 52,750 * 70 37,000 14 78,895 * 19 52,393 71 36,771 * 15 78,791 * 20 51,890 * 72 36,344 16 78,451 * 21 51,843 73 36,200 * 17 78,000 * 22 51,550 * 74 36,000 * 18 77,385 * 23 51,000 * 75 35,781 19 76,803 * 24 50,880 76 35,429 20 76,500 * 25 50,388 * 77 35,422 21 76,183 * 26 50,293 * 78 35,180 * 22 (75,480) 27 50,000 * 79 35,180 * 23 75,144 28						
15 (53,519) 67 37,615 * 11 79,672 * 16 53,160 * 68 37,566 12 79,163 17 (53,076) 69 37,356 * 13 79,000 * 18 52,750 * 70 37,000 14 78,895 * 19 52,393 71 36,771 * 15 78,791 * 20 51,890 * 72 36,344 16 78,431 * 21 51,843 73 36,200 * 17 78,000 * 22 51,550 * 74 36,000 * 18 77,385 * 23 51,000 * 75 35,781 19 76,803 * 24 50,880 76 35,429 20 76,500 * 25 50,388 * 77 35,422 21 76,183 * 26 50,293 * 78 35,306 * 22 (75,480) 27 50,000 * 79 35,180 * 23 75,144 28 49,500 80 34,900 * 24 75,000 * 29						
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22 51,550 * 74 36,000 * 18 77,385 * 23 51,000 * 75 35,781 19 76,803 * 24 50,880 76 35,429 20 76,500 * 25 50,388 * 77 35,422 21 76,183 * 26 50,293 * 78 35,306 * 22 (75,480) 27 50,000 * 79 35,180 * 23 75,144 28 49,500 80 34,900 * 24 75,000 * 29 49,000 * 81 34,496 * 25 74,900 30 48,488 82 33,765 26 74,374 * 31 48,292 * 83 33,372 * 27 73,500 * 32 48,264 84 32,300 * 28 73,100 * 33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200		•		*		
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25 50,388 * 77 35,422 21 76,183 * 26 50,293 * 78 35,306 * 22 (75,480) 27 50,000 * 79 35,180 * 23 75,144 28 49,500 80 34,900 * 24 75,000 * 29 49,000 * 81 34,496 * 25 74,900 30 48,488 82 33,765 26 74,374 * 31 48,292 * 83 33,372 * 27 73,500 * 32 48,264 84 32,300 * 28 73,100 * 33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200						
26 50,293 * 78 35,306 * 22 (75,480) 27 50,000 * 79 35,180 * 23 75,144 28 49,500 80 34,900 * 24 75,000 * 29 49,000 * 81 34,496 * 25 74,900 30 48,488 82 33,765 26 74,374 * 31 48,292 * 83 33,372 * 27 73,500 * 32 48,264 84 32,300 * 28 73,100 * 33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200						
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28 49,500 80 34,900 * 24 75,000 * 29 49,000 * 81 34,496 * 25 74,900 30 48,488 82 33,765 26 74,374 * 31 48,292 * 83 33,372 * 27 73,500 * 32 48,264 84 32,300 * 28 73,100 * 33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200						
29 49,000 * 81 34,496 * 25 74,900 30 48,488 82 33,765 26 74,374 * 31 48,292 * 83 33,372 * 27 73,500 * 32 48,264 84 32,300 * 28 73,100 * 33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200						
30 48,488 82 33,765 26 74,374 * 31 48,292 * 83 33,372 * 27 73,500 * 32 48,264 84 32,300 * 28 73,100 * 33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200						
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33 47,940 * 85 32,000 * 29 72,730 * 34 47,845 * 86 31,962 * 30 72,250 * 35 47,500 * 87 31,690 31 72,200						
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35 47,500 × 87 31,690 31 72,200						
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BUSINESS	S/FISCAL OFFICERS:	RANK	SALARY	STUDENT A	FFAIRS OFFICERS:
DIRECTOR OF PERSONNEL		80	58,075 ×	VICE PR	ESIDENT FOR
		81	58,000	STUDENT	AFFAIRS
		82	57,860 ×		
RANK	SALARY	83	57,725 ×	RANK	SALARY
	(INUED)	84	57,559	1	120,000 ×
33	72,000 ×	85	57,365	2	111,344 *
34	71,500	86	57,023 ×	3	111,000 ×
35	71,000	87	57,000 ×	4	110,000 ×
36	70,784 ×	88	56,000 ×	5	109,800 ×
37	70,700 ×	89	55,900 ×	6	109,572 *
38	70,700 ×	90	55,744 ×	7	107,910 *
39	70,500 ×	91	55,250	8	107,280 ×
40	70,350 ×	92	54,936 ×	9	106,000 *
41	69,999 ×	93	54,700	10	105,461 ×
42	69,550 ×	94	54,558 ×	11	105,312
43	68,770 ×	95	54,325	12	105,000 ×
44	(68,493)×	96	53,520	13	105,000 ×
45	68,328	97		14	105,000 × 105,000 ×
			53,419	15	
46	67,980 ×	98	53,304		104,151
47	67,684	99	(53,076)	16	(102,942)*
48	66,912 ×	100	52,336	17	102,192 ×
49	66,837 ×	101	52,000	18	101,500 ×
50 	66,338	102	52,000 ×	19	101,000 ×
51	66,300 ×	103	51,000	20	100,760 ×
52	66,100 ×	104	50,985 ×	21	100,300 ×
53	65,954 ×	105	50,900	22	100,300 *
54	65,776	106	50,825 ×	23	100,000 *
55	65,520 ×	107	50,160	24	99,576
56	65,352	108	49,680 ×	25	99,273 ×
57	65,044 ×	109	48,300	26	99,000
58	65,000 ×	110	48,215 ×	27	98,922 ×
59	65,000 ¥	111	47,561	28	9 8 ,000 ×
60	65,000 ¥	112	47,355	29	97,355 ×
61	63,900 ¥	113	46,937	30	95,274 ×
<i>,</i> 62	63,270 ¥	114	46,500 ¥	31	95,000
63	62,759 ★	115	44,773	32	94,118 ×
64	62,6 38 ×	116	43,480 ×	33	94,049
65	62,500 ×	117	43,000 ×	34	93,780 ×
66	62,291 ×	118	42,964	35	93,550 ×
67	61,860	119	41,000 ×	36	93,340 ×
68	61,70Q ×	120	39,499	37	(93,250)×
69	61,464 ×	121	37,051	38	93,000 ×
70	61,200	122	34,850 ×	39	92,925 ×
71	60,834 ×			40	92,910 ×
72	60,345 ×	AVERAGE	™ ×™ 67,316	41	92,681 ×
73	59,944 ×			42	92,567 ×
74	59,450	AVERAGE	ALL 64,427	43	91,500 ×
75	58,989 ×			44	91,155
76	58,572 ×			45	91,000 ×
77	58,500			46	90,900 ×
78	58,236 ×			47	90,900 ×
79	58,200			48	90,000 ×
•					-



TABLE I (CONTINUED)

CTUDENT.	ACCAIDE OCCICEDE.	RANK	SALARY	RANK .	SALARY
	AFFAIRS OFFICERS:	96	74,242	26	70,000 ×
	RESIDENT FOR	97	73,676	27	69,850 ×
21 UDEN	T AFFAIRS		73,620 ×	28	69,139
	RANK SALARY 99 73,480 *		29	68,511 ×	
			73,460 × 72,771	30	68,500 ×
	INUED)				68,436 ×
49	90,000 *	101	71,705 71,200 ×	31 32	67,452 ×
50	· 90,000 ×	102		33	67,269 ×
51	89,826 ×	103	71,146	34	66,500 ×
52	89,000 ×	104	70,900	35	66,101 ×
53	88,300	105	68,000	36	65,042 ×
54	88,300 ×	106	66,600 45,321	37	64,907 ×
55	87,900 ×	107	65,321	38	64,632 ×
56	87,200 ×	108	63,119 ×	39	64,605
57	87,125 ×	109	63,000	40	64,600 ×
58	87,000 ×	110	61,908		64,500 ×
59	86,950 ×	111	61,200	41	64,500 ×
60	86,576 ×	112	60,184	42 47	63,762 ×
61	85,944 ×			43	•
62	85,692 ×	AVERAGE	™¥™ 91,829	44	63,077 ¥
63	85,500			45	62,897 ×
64	84,996	AVERAGE	ALL 87,923	46	62,500 ×
65	84,654 ×			47	61,471 ×
66	84,470 ×	STUDENT AFFAIRS OFFICERS:		48	61,000 ×
67	84,460		OF STUDENT	49	60,639
68	84,074 ×	AFFAII	RS	50	60,240
69	84,000			51	60,000 ×
70	83,750 ×	RANK	SALARY	52	60,000 ×
71	83,527	1	(93,250)*	53	60,000 ×
72	83,396	2	90,828	54 	59,235 ×
73	83,208	3	90,288 ×	55	59,100 ×
74	83,110	4	89,208 ×	56	58 ,650
75	82,900 ×	5	86,900	57	58,480 ×
76	82,845	6	86,120	58	58,467 ×
77	82,400	7	85,000 ×	59	56,700
78	81,703 ×	8	81,450 ×	60	55,540
79	81,100 ×	9	80,000 ×	61	55,000
80	80,074 ×	10	79,800	62	52,855
81	79 ,785	11	78,163	63	52,808 ×
82	79,500 ×	12	77,550 ×	64	52,317
83	79,076 ×	13	77,500 ¥	65	51,999 ×
84	79,000	14	77,151	66	51,182
85	78,950 ×	15	76,008 ×	67	51,132
86	78,798 ×	16	75,720 ×	68	50,552
87	78,690 ¥	17	75,600 ×	69	50,399
88	78,666 ¥	18	73,272 ×	70	49,751 ×
89	. 77,780 ×	19	73,100 ×	71	48,240 ×
90	77,755	20	72,657	72	48,139
91	77,379	21	72,200 ×	73	47,466 ×
92	77,000 ×	22	72,000	74	46,226 ¥
93	76,200	23	71,697	75	43,186
94	(75,480)	24	71,569 ×	76	42,190 ×
95	75,438 ×	25	70,130 ×		



STUDENT AFFA	IRS OFFICERS:	RANK	SALARY	RANK	SAL ARY
DEAN OF ST		39	43,150 ×	19	69, 98 4
AFFAIRS		40	42,900	20	69,900 ×
		41	42,899	21	69,530 ×
(CO	NTINUED)	42	42,549 ×	22	69,500 ×
,,,,		43	42,500 ×	23	69,446 ×
AVERAGE "X"	66,496	44	41,600	24	69,300 ×
	,	45	41,600 ×	25	69,224 ×
AVERAGE ALL	65,617	46	41,200	26	69,185 ×
HILINAUL HE	00,000	47	41,000 ×	27	68,900
STUDENT AFFA	IRS OFFICERS:	 48	38,723 ×	28	68,244 ×
	TERNATIONAL	49	38,396	29	68,137 ×
STUDENTS		50	37,805 ×	30	65,500
31002.113		51	36,000 ×	31	65,500 ×
RANK	SALARY	52 52	35,700 ×	32	65,316
1	99,031 ×	53	35,004 ×	33	64,800 ×
2	95,051 ×	5 4	34,770 ×	34	63,750 ×
3	94,059 ×	55	34,400 ×	35	63,215 ×
4	87,000 ×	56	33,936 ×	36	63,000 ×
5		57	31,187 ×	37	63,000 ×
	84,406 ¥		-		
6	80,200 %	58	30,900	38 30	(62,400)×
7	79,356 ×	59 60	27,253	39 40	62,100
8	77,448	60	25,917	40	62,000 ×
9	76,116 ×	61	25,841 ×	41	61,790 ×
10	73,788 ×	62	21,420	42	61,500
11	70,222 ¥		4ve	43	61,200 ×
12	69,944 ×	AVERAGE '	' X'' 55,481	44	61,198 ×
13	68,289 ×			45	60,974
14	68,245 ×	AVERAGE /	ALL 52,809	46	60,112 ×
15	63,658 ×			47	59,643 ×
16	62,772 ×		AFFAIRS OFFICERS:	48	59,196 ×
17	62,712	DIRECT	DR OF ADMISSIONS	49	59,000 ×
18	60,792			50	58,710 ×
19	59,976 ×		- :	51	57,684 ×
20	58,000	RANK	SÁLARY	52	57,165
21	55,908 ×	1	96,700	53	56,796 ×
22	55,837 ×	2	85,300 €	54	56,709
23	55,784 ×	3	85,000 ×	55	56,110 ×
24	54,712 ×	4	83,400 ×	56	55,692 ×
25	53,508 ×	5	81,349 ×	57	55,531
26	53,040 ×	6	78,066 :	58	55,300 ×
27	52,62Q ×	7	77,909 ×	59	55,238 ×
28	52,500 ×	8	77,759 ×	60	55,000
29	51,899 ×	9	77,000 ×	61	54,960
30	50,700 ×	10	77,000 ×	62 °	54,752 ×
31	50,291 💥	11	76,413 ×	_. 63	54,600 ¥
32	49,045 ¥	12	76,140 ×	64	54,394 ×
33	49,030 ×	13	75,240 ×	65	54,000 ×
34	47,703	14	75,187 ×	66	53,833
35	47,426	15	72,450	67	53,775 ×
36	46,900 ×	16	72,000 ×	68	53,568 ×
37	45,480 ×	17	71,205	69	52,900 ×
38	44,062 ×	18	70,000 ×	70	52,760



TABLE I (CONTINUED)

STUDENT	AFFAIRS OFFICERS:	RANK	SALARY	RANK	SALARY
	OR OF ADMISSIONS	118	29,395	42	60,614 ×
52				43	60,596
		AVERAGE "X	59,529	44	60,528
RANK	SALARY			45	60,270 ×
	(INUED)	AVERAGE ALI	. 56,860	46	60,000 ×
71	52,750 ×			47	59,912 ×
72	52,300 ×	STUDENT AFI	FAIRS OFFICERS:	48	59,300 ×
73	52,000	REGISTRA	₹	49	59,150 ×
74	51,719 ×			50	58,452 ×
75	51,534 ×			51	58,008
76	51,000 ×	rank	SALARY	52	58,000
77	50,910 ×	1	88,700	53	57,544
78	50,882	2	81,071	54	57,456 ×
79	50,600 ×	3	76,450 ×	55	56,110 ×
80	50,500 ×	4	74,799 ×	56	56,076 ×
81	50,368	5	74,496	57	55,650
82	50,004 ×	6	72,500 ×	58	55,394 ×
83	49,902	7	72,080 ×	59	55,199
84	49,890	8	71,815	€0	55,100 *
85	49,632 ×	9	71,400 ×	61	55,000 ×
86	49,220	10	70,700 ×	62	55,000
87	48,480 ×	11	70,638 ×	63	55,000 ×
88	48,380	12	70,410 ×	64	54,693
89	48,300	13	68,840	65	54,480
90	48,200 ×	14	68,824 ×	66	54,008
91	47,028	15	68,822 ×	67	53,753
92	46,835	16	68,000 ×	68	53,750
93	46,198 ×	17	67,898 ×	69	53,573 ×
94	46,117 ×	18	67,000 ×	70	53,132 ×
95	45,910 ×	19	66,696	71	53,004 ×
96	44,448	20	66,310 ×	72	53,000
97	43,529 ×	21	65,632 ×	73	52,500 ×
98	43,322 ×	22	64,792 ×	74	52,500 ×
99	43,283 ×	23	63,911	75	52,409
100	43,200 ×	24	63,873 ×	76	51,929 ×
101	42,882	25	63,500 ×	77	51,667 ×
102	42,738	26	63,396 ×	78	51,566
103	42,720 ×	27	63,392 ×	79	51,373 ×
104	42,500 ×	28	63,294 ×	80	51,093 ×
105	41,474	29	63,180 ×	81	50,382 ×
106	39,624	30	63,900 ×	82	50,357
107	39,600	31	63,000	83	50,294 ×
108	39,133	32	62,964 ×	84	50,004
109	38,781	33	62,810 ×	85	50,000 ×
110	38,552	34	62,550 ×	86	49,500 ×
111	37,570 ×	35	62,500 ×	87	49,115
112	37,312 ×	36	62,500 ×	88	49,000 ¥
113	35,700	37	(62,400) ×	89	48,960
114	35,500 *	38	62,200 ×	90	48,721 ×
115	34,941 ×	39	61,809	91	48,680
116	30,468	40	61,634 ×	92 27	48,509
117	30,000	41	61,153 ×	93	4 8 ,500 ¥

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93



STUDENT AFFA	IRS OFFICERS:	RANK	SALARY	RANK	SALARY
REGISTRAR		12	66,698	64	52,000
		13	66,471 ×	65	52,000 ×
		. 14	65,820 ×	66	51,854 ×
RANK .	SALARY	15	65,238 ×	67	51,800 ×
(CONTINUE		16	65,200 ×	68	51,750 ×
94	47,397 ×	17	65,193 ×	69	51,668 ×
95	47,076 ×	18	64,800 ×	70	51,558 ×
96	46,943	19	64,375 ×	71	51,525
97	46,750 ×	20	64,210	72	51,435 ×
98	46,692 ×	21	62,000 ×	73	51,000 ×
99	46,383	22	62,000 ×	74	50,637
100	45,441	23	61,540	75	50,571
101	45,000 ×	24	61,500 ×	76	50,448 ×
102	44,768 ×	25	61,008	77	50,348 ×
103	43,896	26	61,005	78	50,159
104	43,785 ×	27	60,980 ×	79	50,139
		28		80	50,136 ×
105	43,785 ×		59,316 ×	81	49,544
106	42,998 ×	29 70	59,846 ×	82	
107	42,972	30	59,450 ×		48,612
108	41,228 ×	31	59,124 ×	83	47,920 ×
109	41,200	3 2	58,688 ×	84	47,886 ×
110	40,800	33	58,500 ×	85	47,636 ×
111	40,728 ×	34	58,340 ×	86	47,380
112	40,000	35	58,000 ×	87	47,257
113	39,700 ×	36	58,000 ×	88	47,209 ¥
114	39,630	37	57,948	89	46,750 ×
115	39,596	38	57,596	ិវ	46,680 ×
116	38,466	39	500, 7. 	91	46,226 ×
117	38,078	40	57,365	92	46,000 ×
118	37,100 ×	41	57,204	93	45,800 ×
119	35,415 ×	42	56,027 ×	94	45,560 ×
		43	55,692 ×	95	45,480 ×
AVERAGE "X"	57,211	44	55,662	96	45,077 ×
		45	55,409 ×	97	45,011
AVERAGE ALL	56,097	46	55,400	98	44,953 ×
		47	55,377 ×	99	44,6 58 ×
	AIRS OFFICERS:	48	55,000 ×	100	44,400 ×
	OF FINANCIAL	49	54,810 ×	101	44,106
AID		50	54,659 ×	102	43,990
		51	54,575 ×	103	43,600
RANK	SALARY	52	54,408	104	43,530 ×
1	81,500 ×	53	54,394 ×	105	43,200 ×
2	79,956 ×	54	54,125 ×	106	43,000
3	78,468 ×	55	54,086 ×	107	42,240
4	75,744 ¥	56	54,036 ×	108	42,167
5	74,088 ×	57	53,926 ×	- 109	42,0 3 2 *
6	72,000	58	53,834	110	41,856
7	70,420 ×	59	53,600 ×	111	41,509
8	6 8 ,972 ×	60	53,469 ×	112	41,0 3 7 ×
9	68,000	61	52,840 ×	113	41,026
10	67,870 ×	62	52,404 ×	114	41,000
11	67,020 ×	63	52,083 ×	115	40,968



STUDENT AF	FAIRS OFFICERS:	RANK	SALARY	rank s	ALARY
	OF FINANCIAL	28	62,408 ×	80	47,670
AID		29	62,400 ×	81	47,200
N25		30	62,256	82	47,004 ×
RANK	SALARY	31	61,263	· 83	46,900 ×
(CONTIN		32	60,050	84	46,000 ×
116	40,668	33	59,646 ×	85	45,236
117	40,308	34	59,640 ×	86	44,800 ×
118	40,243	35	59,220 ×	87	44,770 ×
119	38,333 ×	36	58,097 ×	88	44,720 ×
120	38,100 ×	37	58,075 ×	89	44,402 ×
121	37,273 ×	38	57,843	90	44,200 ×
122	36,700 ×	39	57,783 ×	91	43,992
123	35,858	40	57,000 ×	92	43,212
124	34,624	41	56,991 ×	93	42,916
125	34,558	42	56,788 ×	94	41,927 ×
123	04)330	43	56,751 ×	95	41,912
AVERAGE ">	en 54,944	44	56,400	96	41,732 ×
MAEKWOE >	34)744	45	56,318	97	41,550 ×
AVERAGE AL	L 53,171	46	56,271	98	41,374 ×
MAEKWOE WI	.L. 33,171	47	56,176 ×	99	41,100 ×
CTUBENT AF	FFAIRS OFFICERS:	48	56,135 ×	100	40,290
	R OF HOUSING	49	55,721 ×	101	40,800 ×
DIRECTOR	C OL HOOZING	50	55,721 × 55,719 ×	102	39,900 ×
		51	55,480 ×	103	39,800 ×
54144	CALADV		55,457 ×	104	39,470 ×
RANK	SALARY	52 53		105	39,010
1	103,464 ×	53 54	55,388 ×	106	38,853
2	96,000 ×	54 55	55,000 × 54,590	107	38 ,604
3	93,438 ×			108	36,300 ×
4	86,328 ×	56	53,922 ×	109	36,234 ×
5	79,354 ×	57 50	53,895 57,510,8	110	35,597
6	77,660 ×	58 50	53,519 ×	111	35,169
7	77,455 ×	59	53,106 ×		34,730
8	77,154 ×	60	53,040 ×	112	33,096
9	76,650	61	53,000 ×	113	
. 10	76,000 ×	62	52,490 ×	114	32,876 32,550
11	75,050 ×	63	52,488 ×	115	
12	71,315 ×	64	52,236	116	32,136 29,362 *
13	71,124 *	65	52,160	117	
14	70,500 ×	66	52,131 ×	118	20,000 ×
15	70,380 ×	67	52,100 ×	AVERACE WYW	E/ 01E
16	68,786 ×	68	51,547	AVERAGE ***	56,815
17	67,350 ×	69	51,000 ×	AUCDAGE ALL	E4 004
18 .	66,660	70	50,564 ×	AVERAGE ALL	54,094
19	66,240 ≭	71	50,531 ×	ATIMENT ACC	The Officenc
20	65,307 ×	72	50,000		AIRS OFFICERS:
21	65,000 ×	73	49,999 ×		OF STUDENT
22	64,341 ×	74	49,090 ×	HEALTH CE	NIEK
23	64,216 ×	75	49,012		041.481.5
24	64,000 ×	76	48,410	RANK	SALARY
25	63,900 ×	77	48,075 ×	1	175,000 ×
26	63,365 ×	78	47,900	2	135,000 ×
27	62,580	79	47,824 ×	3	1 30 ,476 ×



STUDENT A	AFFAIRS OFFICERS:	RANK	SALARY	RANK	SALARY
	OR OF STUDENT	51	78,480 ¥	103	31,100 ×
	CENTER	52	77,768 ×	104	28,275
		53	77,250 ×	105	28,000 ×
RANK	SALARY	54	76,848		
	INUED)	55	76,566 ×	AVERAGE "X"	80,279
4	122,400 ×	56	75,595 ×		
5	113,235 ×	57	74,830 ×	AVERAGE ALL	75,599
6	112,500 ×	58	74,500 ×	***************************************	, . , . ,
7	108,412 ×	59	74,462 *	STUDENT AFFA	AIRS OFFICERS:
8	107,876 *	60	74,380 ×	DIRECTOR (
9	106,996 ×	61	74,060		PLACEMENT
10	106,091 *	62	73,900 ×	, Limitality	
11	105,480 ×	63	73,119	RANK	SALARY
12	105,366 *	64	73,100	1	74,800 ×
13	104,251 *	65	72,363	2	73,224 ¥
14	103,503	66	70,848	3	70,588 ×
15	102,291	67	70,100 ×	4	69,933
16	102,291 100,920 ×	68	69,912	5	66,936 ×
17	100,720 × 100,781 ×	69		6	
		70	68,421 67,199	7	65,532
18	100,026 ×			8	65,000 ×
19	99,876 ×	71	· 66,790 ×		63,725 ×
20	97,779 ×	72 77	65,484	9	63,692 ×
21	97,650 ×	73	65,172 *	10	62,865 ×
22	96,977 ×	74	63,440 ×	11	62,845 ×
23	92,400 ×	75 7.	62,000 ×	12	62,747 ×
24	91,326 ×	76	61,391 ×	13	62,160
25	91,175 ×	77 70	60,947 ×	14	62,000 ×
26	90,300	78 	60,000	15	61,270 ×
27	87,550	79	58,316	16	59,673 ×
28	85,911 ×	80	58,008 ×	17	59,546 ×
29	85,500 ×	81	57,000 ×	18	59,4 8 1 ×
30	85,080 ×	82	53,268 ×	19	59,153
31	85,000 ×	83	53,100 ×	20	59,150 ×
32	84,975 ×	84	52,322 ×	21	58,411
33	84,956 ×	85	51,100 ×	22	57,000 ×
34	84,072 ×	86	50,977	23	56,780 ×
35	83,760 ×	87	50,000	24	56,208 ×
36	82,610 ×	88	47,531	25	56,100 ×
37	82,592 ×	89	46,140	26	55,397 ×
38	82,344	90	46,102	27	55,294 *
39	82,224 ×	91	42,840 ×	28	55,024 ×
40	81,810 ¥	92	41,621	29	55,000 ×
41	81,549 ×	93	41,480 ×	30	54,250 ×
42	81,200 ×	94	41,139	31	54,106
43	80,504 ×	95	41,000 ×	32	53,957
44	80,340	96	40,763	33	53,900 ×
45	80,323 ×	97	40,737 ×	34	53,456
46	80,302 ×	98	40,469 ×	35	53,200 ×
47	80,238	99	37,900 ×	36	53,000 ×
48	80,003	100	36,552	37	53,000 ×
49	79,606 ×	101	32,300 ×	38	52,800 ×
50	78,500 ×	102	31,895	39	52,500



STUDENT AFFAIRS OFFICERS:		RANK	SALARY	RANK	SALARY
DIRECTOR OF CAREER		87	42,100	11	89,550 ×
PLANNING & PLACEMENT		88	42,054 ×	12	87,500 ×
		89	42,000	13	81,292 ×
RANK SALARY		90	41,774 ×	14	80,000 ×
	INUED)	91	41,748 ×	15	80,000
40	52,392 ×	92	41,480 ×	16	80,000 ×
41	52,150 ×	93	40 ⁻ ,400 ×	17	79,980 ×
42	52,137	94	39,360 ×	18	79,897 ×
43	51,805 ×	95	39,055 ×	19	(75,280) ×
44	51,163	96	38,207	20	62,220 ×
45	50,844 ×	97	37,960		
46	50,631	98	37,900	AVERAGE "X"	89,125
47	50,470	99	37,744		
48	50,300	100	37,700 ×	AVERAGE ALL	89,713
49	50,190 ×	101	37,544 ×		
50	50,144 ×	102	37,517	OPERATIONS (OFFICERS:
50 51	50,102 ×	103	37,262	DIRECTOR	
52	49,693 ×	104	37,040		PLANNING
52 53	49,213	105	36,975	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
54	48,762 ×	106	36,736	RANK	SALARY
5 4 55	48,348 ×	107	36,541 ×	1	103,800 ×
	48,184	108	35,772	2	102,921 ×
56 57	47,833 ×	109	35,283	3	94,600 ×
57 50		110	34,700	. 4	89,000 ×
58 50	47,772 *	111	34,188	5	88,107 ×
59 60	47,695 ¥	112	34,155	6	87,823 ×
60	47,525 ×	113	32,607	7	87,000 ×
61	47,508		32,445 ×	8	83,000 ×
62	47,448 ×	114 115	31,758	9	81,000 *
63	47,000 ×		30,900 ×	10	80,500 ×
64	46,812 ×	116	28,964 ×	11	78,984
65	46,365 ×	117		12	76,800 ×
66	46,350	118	27,090	13	(75,280)×
67	46,308	AVEDAGE	mys 50 771	14	74,900
68	45,444	AVERAGE	mæn 50,371	15	(74,040)
69	45,250 ×	AVEDACE	ALL 69 667	16	74,010 ×
70 	45,240 ×	AVERAGE	ALL 48,443	17	73,100
71	45,161 ×	ODEDATIO	Ne APETATRE.	18	72,800 ×
72	45,156		NS OFFICERS:	19	72,775 ×
73	45,000 ×		RESIDENT FOR	20	72,000 ×
74	44,902	FACILI	1152	21	70,498 ×
75	44,874 ×	944#/	CALADM	22	(69,059)×
76	44,737 ×	RANK	SALARY	23	68,550 ×
77	44,440 ×	1	(114,432)*		
78	44,179	2	110,000	24 25	68,54 5
79	44,078 ×	3	105,000 ×	25 24	68,000 48.000
80	44,000 ×	4	100,000 ×	26	6 8 ,000
81	43,683 ×	5	99,930 ×	27	67,440
82	43,090 ×	6	99,500 ×	28	66,600 ×
83	43,076 ×	7	96,765 ×	29	66,117 ×
84	43,008 ×	8	91,400 ×	30	(66,048)
85	42,700 ×	9	91,312 ×	31	65,900
86	42,500 ×	10	90,196 ×	32	65,000 ×



OPERATIONS OFFICERS:		OPERATIONS	OFFICERS:	RANK	SALARY
DIRECTOR OF		DIRECTOR	0F	49	68,824 ×
FACILITIES PLANNING		PHYSICAL	PLANT	50	68,631 ×
				51	68,487 ×
RANK	SALARY	RANK	SALARY	52	68,172 ×
(CONTINUE		1	95,000 ×	53	68,000
33	63,463	2	90,700 ×	54	67,521 ×
. 34	(63,267)	3	88,602 ×	55	67,158 ×
35	62,220 ×	4	88,141 ×	56	66,715
36	62,064 ×	5	88,000 ×	57	66,660
37	61,706 ×	6	87,737 ×	, 58	(66,048)
38	61,200 ×	7	84,500 ×	59	66,000 ¥
39	61,200 ×	8	84,000	60	65,800 ×
40	60,840	9	82,976 ×	61	65,050 ×
41	60,560 ×	10	82,403 ×	62	65,000
42	60,000 ×	11	81,030 ×	63	64,954 ×
43	58,500	12	80,650 ×	64	64,656 ×
44	58,225 ×	13	80,012 ×	65	63,700 ×
45	58,000	14	79,943 ×	66	63,548 ×
46	57,811 ×	15	79,400 ×	67	63,468
47	57,780 ×	16	79,000 ×	68	(63,267)
48	57,242 ×	17	78,762 ×	69	63,000 ×
49	57,200 ×	18	77,250 ×	70	62,975 ×
50	57,014 ¥	19	77,210 ×	71	62,877 ×
51	56,496 ×	20	76,500 ×	72	62,800 ×
52	55,500 ×	21	76,335 ×	73	62,315
53	55,235 ×	22	76,000	74	62,190
54	54,203	23	75,930 ×	75	62,060
55	53,922 ×	24	75,600 ×	76	61,917 ×
56	53,721 ×	25	75,588 ×	77	61,732
57	53,000 ×	26	75,500 ×	78	61,466 ×
58	52,800	27	75,250 ×	79	61,000
59	52,130 ×	28	75,000 ×	80	61,000 ×
60	51,396 ×	29	74,690 ×	81	60,660
61	51,350 ×	30	74,608 ×	82	60,600 ×
62	50,358	31	(74,040)	83	60,302 ×
63	50,000 ×	32	73,4 8 2	84	60,2 48
64	50,000 ×	33	73,400 ¥	85	60,050 ×
65	48,471	34	73,368 ×	86	59,559
66	44,900 ×	35	72,420 ×	87	59,085 ×
67	44,220 ×	36	72,400 ×	88	58 ,972
68	42,500 *	37	72,240 ×	89	58,748 ×
69	41,140	38 .	72,200 ×	90	58,710
70	37,350	39	72,100 ×	91	58,704 ×
71	30,052 ×	40	71,999	92	58 ,541
		41	71,000 ×	93	58 ,440
AVERAGE "*"	65,318	42	70,980 ×	94	58,188
		43	70,8 38 ×	95	58,080 ×
AVERAGE ALL	64,215	44	70,778 ×	96	58,600
		45	70,600 ×	97	57,655 ×
		46	70,000 ×	98	57,000 ×
		47	69,393 ×	99	56,790 ×
		48	(69,059)×	100	56,681



ODEDATIONS OF	FETCEPS.	RANK	SALARY	RANK	SALARY
OPERATIONS OFFICERS: DIRECTOR OF		22	65,835	74	49,574
PHYSICAL P		23	65,525 ×	75	49,150
I III SICAL I LANI		24	64,888 ×	76	49,040 ×
RANK	SALARY	25	63,961 ×	77	49,004 ×
(CONTINUE		26	63,600	78	48 870 ×
101	56,148	27	63,600 ×	79	48.434
102	54,618	28	63,071	80	48,242 ×
103	54,154 ×	29	62,006 ×	· 81	48,216
104	54,075	30	61,400 ×	82	47,964 ×
105	54,024	31	60,000 ×	83	47,686 ×
106	53,934	32	59,504 ×	84	47,610 ×
107	53,460	33	59,172 ×	85	47,486 ×
108	52,260 ×	34	59,064 ×	86	47,220 ×
109	51,200 ×	35	59,021 ×	87	47,200 ×
110	51,005 ×	36	58,433	88	46,143 ×
111	50,905	37	58,376 ×	89	45,916 ×
112	45,800	38	58,130 ×	90	45,326 ×
113	45,700	39	58,000	91	44,460 ×
114	45,000	40	57,759 ×	92	44,431
115	38,580 ×	41	57,500 ×	93	44,331
116	37,614	42	57,493 ×	94	43,752
110	37,014	43	57,400 ×	95	43,704
AVERAGE "X"	69,998	44	56,800	96	43,620 ×
AVERAGE ~	07,770	45	56,773	97	42,492 ×
AVERAGE ALL	66,785	46	56,651 ×	98	42,047
MACKMOE WIT	00,703	47	56,604	99	42,030 ×
OPERATIONS (TEETCEPS.	48	56,384	100	42,024 ×
DIRECTOR		49	56,000 ×	101	41,940
	AMPUS POLICE)	50	55,828 ×	102	40,878
JAPETT (G	AN OSTOLICE	51	55,743	103	40,700
RANK	SALARY	52	55,728	104	40,656
1	93,100 ×	53 53	55,674 ×	105	40,401 ×
2	85,000 ×	54	55,550	106	39,800 ×
3	81,133 *	55	55,500 ×	107	39,100 ×
4	77,880 ×	56	55,499 ×	108	38,966
5	76,550 ×	57	55,122 ×	109	38,850
6	75,7 8 7 ×	58	55,100 ×	110	38,727
7	75,000 ×	59	54,549 ×	111	37,620 ¥
8	73,440 ×	60	54,162	112	37,103
9	72,500 ×	61	53,529 ×	113	36,400 ¥
10	72,269 ×	62	53,000 ×	114	35,344
11	70,452	63	52,479 ×	115	34,52 8 ×
12	70,216 ×	64	52,050 ×	116	34,422 ×
13	69,875 ×	65	52,000 ¥	117	34,390
14	69,539 ×	66	51,738	118	33,887
15	69,300 ×	67	51,500	119	31,500 ×
16	67,457 ×	68	51,430 ×	120	31,230 ×
17	67,157 ×	69	50,955 ×	121	30,660 ×
18	67,078 ×	70	50,800	122	30,280 ×
19	66,800	71	50,496 ×	123	30,080
20	66,536 ×	72	50,470	124	28,414 ×
21	66,336 ×	73	50,000	125	26,800 ×
	,	• •	— - V		•



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OPERATIONS OFFICERS:		RANK	SALARY	RANK	SALARY
	OR OF PUBLIC	39	83,952 ×	20	72,217 ×
	(CAMPUS POLICE)	40	83,200 ×	21	69,400 ×
		41	83,028	22	64,062 ×
	(CONTINUED)	42	82,872 ×	23	61,387 ×
	(00:1171:1022)	43	82,776	24	61,234 ×
AVERAGE	™×™ 54,885	44	82,773 ×	25	(60,700)
MAEKMOE	× 54,005	45	82,539	26	56,100 ×
AVERAGE	ALL 52,991	46	(81,600)×	27	49,560
AVERAGE	ALL 32,771	47	80,900		47,200
ם אד ומוום	RELATIONS OFFICERS:	48	80,000	AVERAGE "	er 82,406
	PRES FOR INSTITU-	49	80,000	AVENAGE	UL)400
	_ ADVANCEMENT	50	79,687	AVERAGE AL	L 79,844
LIGHAL	- ADAMICELIENI	50 51	78,211	MATIVAOL MI	
DANK	CAL ADV	52	77,900	DUDI TO DE	ATIONS OFFICERS:
RANK	SALARY				
l	113,105 ×	53 54	77,250		R OF PUBLIC
2	111,000 ×	54	75,000 ×	KELATIU	NS/INFORMATION
3	110,000 ×	5š	75,000	2014	
4	109,207	56	75,000 ×	RANK	SALARY
5	109,000 ×	57	74,000	1	119,431 ×
6	108,070 ×	58	67,647	2	94,999 *
. 7	108,048 ×	59	65,400 ×	3	90,000 ×
· 8	106,000 ×	60	(60,700)	4	83,070 ×
9	105,958 ×	61	60,000 ¥	5	82,600 ×
10	105,884 ×			6	81,815 ×
11	103,000 ×	AVERAGE '	' X'' 93,938	7	75,667 ×
12	(102,942)×			8	75,300 ×
13	100,835 ×	AVERAGE /	ALL 89,910	9	74,550 ×
14	100,583 ×			10	74,400 ×
15	100,000 ×	PUBLIC RE	ELATIONS OFFICERS:	11	74,250 ×
16	99,708 ×	VICE P	RESIDENT FOR PUBLIC	12	73,000
17	98,000 ×	RELATI	DNS/INFORMATION	13	73,000
18	97,400 ×			14	72,114 ×
19	97,000 ×	rank	SALARY	15	70,108 ×
20	96,520 ×	1	105,107 ×	16	69,850 ×
21	96,500	2	104,500 ×	17	69,500
22	96,000 ×	3	103,688 ×	18	68,004
23	95,000	4	98,000 ×	19	67,400 ×
24	94,694 ×	5	94,000 ×	20	67,300 ×
25	94,370 ×	6	92,718 ×	21	67,120 ×
26	93,717 ×	7	(92,037)×	22	66,850 ×
27	92,725 ×	8	90,000 ×	23	66,837 ×
28	90,125	9	90,000 ×	24	66,706 ×
29	90,000	10	88,330 ×	25	65,836
30	90,000 ×	11	85,000 ×	26	65,469 ×
31	90,000 ×	12	83,000 ×	27	64,605
32	89,0 88	13	78,200 ×	· 28	64,500 ×
33	88,369 ×	14	78,000	29	64,216 ×
34	87,500 ×	15	77,559	30	64,003 ×
	87,360 ×	16	77,050	30 31	63,750 ×
35 34	86,000 ×			31 32	63,750 ×
36 37		17	75,641 ×		
37 39	86,000 ×	18	75,300 ×	33	62,951
38	85,392	19	73,000 ×	34	62,627 ×

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PUBLIC RELATIONS OFFICERS:	RANK	SALARY	RANK	SALARY
DIRECTOR OF PUBLIC	82	44,913 ×	8	81,324 ×
RELATIONS/INFORMATION	83 .	44,004 ×	9	80,220
KCCAI IONS/ IN ON MI ION	84	41,712 ×	10	79,213 ×
RANK SALARY	85	41,400 ×	11	79,000 ×
RANK SALARY (CONTINUED)	86	41,352	12	78,279 ×
	87	41,250	13	77,000 ×
	88	40,674	14	76,143 ×
	89	40,478	15	74,081
37 (60,724)*	90	40,000 ×	16	74,000
38 60,336 ×	91	39,792	17	71,000 ×
39 60,000 ×	92	39,792	18	70,000 ×
40 59,779 ×	93	39,037	19	69,276 ×
41 59,704 ×		31,500 ×	20	68,251
42 59,666 ×	94		21	65,055 ×
43 57,061 ×	95 24	30,240 ×	22	65,000 ×
44 56,925	96	29,203 ×	23	65,000 ×
45 56, 88 1 ×		m.m. (0.404	24	64,900 ×
46 56,043	AVERAGE	™X™ 60,684		64,250
47 55,550 ×			25	
48 55,500	AVERAGE	ALL 57,862	26	63,979 ×
49 54,899 ×			27	63,725 ×
50 54,870 ×		ELATIONS OFFICERS:	28	63,360 ×
<u>51</u> 54,840	VICE P	RESIDENT FOR	29	62,976 ×
52 54,600 ×	LEGISL	ATIVE RELATIONS	30	62,438
53 54,590			31	(60,724)*
54 54,432 ¥	RANK	SALARY	32	60,000 ¥
55 53,900	1	123,354 ×	3 3	58,300 ×
56 53,728 ×	2	109,500	34	57, 36 0 ×
57 53,532	3	105,000 ×	35	56,326 ×
58 53,309 ×	4	94,500 ×	36	55,000 ×
59 53,124 ×	5	93,829	37	53 ,87 9 ×
60 53,092 ×	6	93,635 ×	38	(52,562)×
61 52,980 ×	7	87,424 ×	39	52,260 ×
62 52,350	8	87,000 ×	40	50,000
63 52,237	9	83,160 ×	41	47,000 ×
	10	45,818 ×	42	42,786 ×
	10	12,020	43	40,449 ×
65 50,500 ×	AVERAGE	™X™ 89,986	44	38,000 ×
66 50,393	MICHAEL	~ 6,,,,,,	45	31,476 ×
67 50,232	AVERAGE	ALL 92,322	1,5	00,0
68 50,082	MAEKMOE	MLL 72,3CL	AVERAGE	™×™ 66,194
69 50,067	27 19110	RELATIONS OFFICERS:	ATENACE	~ 00,251
70 50,000 ×			AVERAGE	ALL 66,413
71 50,000 ×		TOR OF LEGISLATIVE	MAEUMOL	ALL 003413
72 49,848 ×	RELAT	TON2	DUBLITO	RELATIONS OFFICERS:
73 49,526				PRESIDENT FOR
74 48,860	RANK	SALARY		
75 48,362 ×	1	102,588 ×	DEVEL	OPMENT
76 47,600	2	(92,0 3 7)*	-	041.654
77 47,000 ×	3	87,549 ¥	RANK	SALARY
78 46,324	4	84,000 ×	1	157,198 ×
79 45,655 ×	5	83,091 ×	2	137,255 ×
80 45,000	6	82,800 ×	3	130,008 ×
72,000			4	130,000 ×



TABLE I (CONTINUED) .

PUBLIC REL	ATIONS OFFICERS:	RANK	SALARY	RANK	SALARY
VICE PRESIDENT FOR		11	82,788 ×	63	40,350 ×
DEVELOPMENT		12	.80,954 ×	64	40,000
		13	80,000 ×	65	39,944 ×
RANK	SALARY	14	80,000 ×	6 6	38,966
(CONTIN	IUED)	15	80,000 ×	67	35,920
5	125,000 ×	16	80,000	68	35,675
6	121,200 ×	17	79,671 ×	`	
7	120,000 ×	18	79,308 ×	AVERAGE "*	70,464
8	114,300 ×	19	77,988		
9	110,000 ×	20	72,100	AVERAGE ALL	. 65,839
10	109,500 ×	21	72,034		
11	104,308	22	71,750 ×	PUBLIC RELA	TIONS OFFICERS:
12	100,478 ×	23	71,400 ×	DIRECTOR	OF ALUMNI
13	100,000 ×	24	70,411	SERVICES	
14	96,000 ×	25	70,000 ×		
15	95,400 ×	26	69,928 ×	RANK	SALARY
16	93,650 ×	27	69,250	1	110,800 ×
17	93,600 ×	28	67,920 ×	2	108,760 ×
18	93,045 *	29	66,960 ×	3	93,000
19	92,759	30	66,500	4	(92,000)×
20	91,000	31	· 66,183 ×	5	90,735 ×
21	90,551	32	65,044 ×	6	88,330 ×
22	89,856 ×	33	65,000 ×	7	80,648 ×
23	82,593 ×	34	64,923 ×	. 8	75,740 ×
24	(81,600)×	35	64,368	9	74,275 ×
25	81,480 ×	36	63,160	10	73,684 ×
26	81,454	37	62,986 ×	11	73,063 ×
27	77,380 ×	38	62,708 ×	12	72,976
28	73,950 ×	39	62,500 ×	13	71,120 ×
29	72,800 ×	40	62,025 ×	14	71,110 ×
30	71,085 ×	41	61,170 ×	15	71,000 ×
31	59,364	42	60,878 ×	16	70,554
		43	60,500 ×	17	70,000 ×
AVERAGE "	¥™ 102,295	44	57,680 ×	18	70,000 ×
		45	57,200 ×	19	69,525 ×
AVERAGE A	LL 99,252	46	55,872	20	68,000 ×
		47	55,076 ×	21	67,007 ×
PUBLIC RE	LATIONS OFFICERS:	48	53,560	22	66,934 ×
	R OF DEVELOPMENT	49	53,295	23	66,300 ×
		50	52,750	24	65,750
		51	52,18 8	25	65,315 ×
RANK	SALARY	52	52,107 ×	26	64,214 ×
1	130,000 ×	53	50,490	27	64,086 ×
2	116,875 ×	54	50,300 ×	28	62,750 ×
3	104,700 ×	55	49,357	29	62,728 ×
4	100,000 ×	56	47,250 ×	30	61,746 ×
5	(92,000)×	57	46,944 ×	31	61,308
6	88,500 ×	5 8	46,601	32	60,950 ×
7	87,125	59	45,240 ×	33	60,804 ×
8	86,500 ×	60	(45,000)	34	60,606 ×
9	85,494 ×	61	44,665 ×	35	60,576 ×
10	85,000 ×	62	43,990	36	58,580 ×
	- · -				

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TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:		RANK	SALARY	RANK	SALARY
DIRECTOR OF ALUMNI		84	41,440	29	37,869
SERVICES		85	41,076	30	37,740 ×
		86	40,440 ×	31	37,335 ×
RANK	SALARY	87	39,944 ×		·
(CONTI	NUED)	88	39,512	AVERAGE "X"	87,599
37	57,900 ×	89	38,472		
38	56,928 ×	90	38,386	AVERAGE ALL	83,734
39	56,750 ×	91	35,514		
40	56,429	92	34,669	RESEARCH OFF	ICERS:
41	55,306 ×	93	33,500	VICE PRESI	
42	54,500 ×	94	33,324	RESEARCH	
43	53,848 ×	95	32,200		
44	(52,562)×	96	30,690	RANK	SALARY
45	52,367 ×	97	29,795 ×	1	150,000 ×
46	52,015			2	126,131 ×
47	50,957	AVERAGE "	₹ ¶ 60,008	3	120,460 ×
48	50,766 ×			4	120,000 ×
49	50,625 ×	AVERAGE A	LL 55,320	5	115,812 ×
50	50,534			6	113,808 ×
51	50,406 ×	PUBLIC RE	LATIONS OFFICERS:	7	112,000 ×
52	50,167 ×		R OF COOPERATIVE	8	111,727 *
53	50,000	EXTENSI		9	111,000 ×
54	50,000 ×			10	110,469 *
5 5	49,008	RANK	SALARY	. 11	109,200 *
56	48,960 ×	1	117,914 *	12	108,600 ×
57	48,791	2	117,400 ×	13	108,172 ×
58	48,036 ×	3	115,000 ×	14	107,200 ×
59	47,500	4	114,000 ×	. 15	106,100 ×
60	47,454 ×	5	108,000 ×	16	106,080
61	47,060 ×	6	104,000 ×	17	105,000 ×
62	47,000 ×	7	103,500 ×	18	102,370 ×
63	46,872 ×	8	102,900 ×	19	101,000 ×
64	45,696	9	101,520 ×	20	99,246 ×
65	45,675	10	101,200 ×	21	99,200
66	45,510 ×	11	98,050 ×	22	98,429 ×
67	45,000 ×	12	94,300 ×	23	96,533
68	(45,000)	13	90,000 ×	24	95,940 ×
69	44,762 ×	14	90,000 ×	25	95,353 ×
70	44,712	15	89,000 ×	26	95,320 ×
71	44,300 ×	16	88,594 ×	27	94,694 ×
72	43,962	17	88,494 ×	28	94,200 ×
73	43,264 ×	18	87,457 ×	29	92,795
74	42,953	19	86,190 ×	30	92,412 ×
75	42,672	20	82,318 ×	31	91,870 ×
76	42,516 ×	21	79,800 ×	32	91,793 ×
77	42,457 *	22	73,297 ×	33	90,000 ×
78	42,084 ×	23	72,480 ×	34	89,088
79	42,079	24	65,700 ×	35	87,918 ×
80	41,956	25	63,718 ×	36	85,000 ×
81	41,700	26	57,751	37	81,500
82	41,558	27	47,379	38	79,294 ×
83	41,500 ×	28	42,859 ×	39	79,143 ×



RESEARCH	OFFICERS:	RANK	SALARY	RANK S	ALARY
VICE PI	RESIDENT FOR	35	55,940	42	62,322 ×
RESEAR	CH			43	62,292 ×
		AVERAGE ">	er 103,279	44	62,004
RANK	SALARY			45	61,596 ×
	INUED)	AVERAGE AL	.L 99,482	46	61,381
40	79,002 ×			47	61,000 ×
41	78,976	RESEARCH (OFFICERS:	48	60,203
42	(67,320)*		R OF RESEARCH	49	58,720 ×
	•	(CONTRAC	CTS & GRANTS)	50	57,744
AVERAGE	™¥™ 101,600			51	57,200 ×
	•	RANK	SALARY	52	56,850 ×
AVERAGE	ALL 100,004	1	130,008 ×	53	56,806
		2	112,750 ×	54	55,980
RESEARCH	OFFICERS:	3	103,293 ×	55	55,682 ×
	RES FOR RESEARCH	4	100,663 ×	56	54,952 ×
	ADUATE DEAN	5	95,000 ×	57	54,925 ×
		6	92,577 ×	58	54,863
RANK	SALARY	7	85,944 ×	59	54,832
1	132,500 ×	8	85,194 ×	60	53,560 ×
2	(130,000)×	9	82,968 ×	61	53,256 ×
3	127,000	10	80,000 ×	62	52,000 ×
4	121,600 ×	11	78,525 ×	63	51,728
5	114,706 ×	12	77,866 ×	64	51,719 ×
6	(114,480)×	13	76,884 ×	65	51,587 ×
7	112,651 *	14	76,157 ×	66	51,523
8	(112,486)*	15	75,020 ×	67	50,900 ×
9	110,004 *	16	74,970 ×	68	50,300 ×
10	109,605 ×	17	74,970 × 74,938	69	50,300 × 50,112 ×
11		18	74,930 73,900 ×	70	49,141 ×
	109,293 *	19		70 71	48,480 ×
12	(108,000)*		73,740 ×	71 72	48,236
13	(107,000)	20	73,166 ×	72 73	47,348 ×
14	105,000 ×	21	72,925 ¥	73 74	46,983
15	105,000 ×	22 23	70,822 ×	7 4 75	46,880
16	103,872 ×		70,000 ×	76	45,980
17	103,741 ×	24 25	69,972 ×	76 77	45,956 ×
18	(102,600)*	26	69,226	7 <i>7</i> 78	45,000 ×
19	100,880 ×		68,817 ×	76 79	44,985 ×
20 21	99,588 ×	27	68,680 ×	80	44,499
21	97, 88 9 × 95,000 ×	28 29	68,417	81	43,280 ×
22		30	67,596 ¥	82 .	41,500 ×
23	(93,685)×		67,412 (67,320)*	83	40,550
24 25	93,330 ×	31 32		63	40,550
25	(92,767)*	32 77	67,074 ×	AVEDAGE IDDI	47 E74
26	92,000 ×	33 34	67,060	AVERAGE "X"	67,576
27	88,138 ×	34 75	66,696	AVEDACE ALL	44 749
28	87,990 ×	35 74	66,117 ×	AVERAGE ALL	64,348
29 70	82,000	36 37	65,750 ×		
30 31	80,028	37 30	65,000 ×		
31	80,004 ¥	38 30	64,200		
32	79,521	39 60	63,469 ×		
33	75,000 ¥	40	63,336 42 557		
34	58 ,569	41	62,557		

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DEANS:		DEANS:		RANK	SALARY
AGRICUL	THE	ARCHITE	CTURE	3	95,940
ASKICUL	IURE	ACONIZIO		4	92,000 ×
				5	90,492
DANK	CALADV	RANK	SALARY	6	90,012 ×
RANK	SALARY	1	133,441 ×	7	88,400
1	140,000 ×	2	110,176 *	8	79,695 ×
2	134,863 ×	3	110,000 ×	•	.,,,,,,,,
3	128,508 ×	3 4	110,000 × 110,000 ×	AVERAGE "X"	94,605
4	125,387 ×	5	109,800 ×	NV EIGHOL "	,,,,,,,,,
5	122,130 ×	6	106,000 ×	AVERAGE ALL	93,482
6	121,000 ×	7	105,750 ×	ATENANCE ACE	,0, .QL
7	117,400 ×	8		DEANS:	
8	116,556 ×		102,000 ¥	ARTS AND	SCIENCES
9	116,500 ×	9	100,274 ×	מות בואא	JUILING S
10	113,590 ×	10	100,000		
11	112,616 ×	11	100,000 ×	DANK	CALADV
12	112,000 ×	12	100,000	RANK	SALARY
13	110,398 ×	13	97,965 ×	1	150,000
14	109,650 ×	14	96,500 ×	2	145,800 ×
15	108,180 ×	15	95,932 ×	3	145,000 ×
16	107,526 ×	16	95,300 ×	4	140,000 ×
17	105,600 ×	17	93,445 ×	5	132,500 ×
18	104,220 ×	18	91,970 ×	6	120,935 ×
19	104,100 ×	19	90,900 ×	7	120,000 ×
20	193,704 ×	20	90,458 ×	8	113,500 * .
21	102,000 ×	21	90,426 ×	9	112,834 ×
22	100,000 ×	22	89,88 1	10	112,500 ×
23	99,391 ×	23	89,369 ×	11	110,453 ×
24	97, 8 00 ×	24	88, 170	12	110,000
25	95,000 ×	25	87,360 ×	13	109,9 8 4 ×
26	93,200 ×	26	85,536 ×	14	109,400 ×
27	92,000 ×	27	84,890 ×	15	108,396 ×
28	91,972 ×	28	83,500 ×	16	108,300 ×
29	90,140 ×	29	83,487 ×	17	107,193
30	89,508 ×	30	8 2,400 *	18	105, 88 2 ×
31	87,400 ×	31	82,000 ×	19	105,000 ×
32	84,330 ×	32	81,818 ×	20	104,500 ×
33	84,114 ×	33	80,889 ×	21	104,500 ×
34	83,000 ×	34	80,340	22	102,515 ×
35	81,537 ×	35	77,444	23	102,024 *
36	81,280 ×	36	69,316 ×	24	101,800
37	79,143 ×			25	101,199 ×
38	77,220 ×	AVERAGE	™×™ 94,697	26	100,828 ×
39	73,700 ×			27	100,700
40	72,101	AVERAGE	ALL 93,798	28	100,000
41	(68,156)			29	99,750 ×
42	63,554	DEANS:		30	99,468
74	00,334		AND LETTERS	31	99,364 ×
AVERAGE	™×™ 102,479			32	98,547 ×
MATINACE	~ IVL)T//			33	98,280
AVERAGE	ALL 100,011	RANK	SALARY	34	97,626 ×
MULKMOC	MFF 100,011	1	110,000 *	35	97,300 ×
		2	101,316 ×	36	96,900 ×
		-	,		y

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I	(CONTINUED)	Page	33

DEANS:	•	RANK	SALARY	RANK	SALARY
	AND SCIENCES		(CONTINUED)	42	110,000 ×
M(13	All Bozziloza			43	109,804 ×
		AVERAGE "	er 100,166	44	109,020 ×
RANK	SALARY	AVEILAGE .	200,000	45	108,999 ×
	ITINUED)	AVERAGE A	LL 96,055	46	108,650 ×
37	96,800 ×	710 2111102 111	,,,,,,	47	108,528
38	96,075 ×	DEANS:		48	108,043 ×
39	96,024 ×		S MANAGEMENT	49	107,865 ×
40	95,900 ×	20321123	9 12441000 10111	50	107,634 ×
ξ1	95,000		•	51	107,364 ×
42	95,000 ×	RANK	SALARY	52	107,000 ×
43	95,000 ×	1	163,000 ×	53	106,710 ×
44	94,950 ×	2	158,998 ×	54	106,603 ×
45	94,000 ×	3	154,875 ×	55	106,000 ×
46	94,000	4	154,500 ×	56	105,174 ×
47	93,347 ×	5	152,000 ×	57	105,000 ×
48	93,000 ×	6	150,900	58	104,948 ×
49	92,550 ×	7	150,000 ×	59	103,848 ×
50	92,500 ×	8	150,000 ×	60	103,000 ×
51	92,000	9	145,774 ×	61	102,500 ×
52	91,670	10	141,689	62	102,429 ×
53	91,183 ×	11	140,000 ×	63	102,375 ×
54	91,000 ×	12	133,000 ×	64	101,610 ×
55	90,000	13	132,000	65	101,000 ×
56	87,600	14	130,362 ×	66	100,500 ×
57	87,600 ×	15	130,000 ×	67	98,830 ×
58	87,252 ×	16	127,685 ×	68	9 8, 520 ×
59	87,204	17	127,489	69	98,000 ×
60	85,000	18	123,450 ×	70	97,700 ×
61	85,000 ×	19	122,418 ×	71	97,166
62	84,504 ×	20	121,396 ×	72	96,526 ×
63	84,243 ×	21	120,000	73	95,832
64	84,069 ×	22	120,000	74	95,550 ×
65	83,300	23	120,000 ×	· 75	95,000 ×
66	82,555 ×	24	120,000 ×	76	94,452
67	81,529	25	118,922 ×	77	93,448 ×
68	79,000	26	118,900 ×	78	93,276 ×
69	78,700 ×	27	117,645 ×	79	93,132
70	77,532	28	117,300 ×	80	93,100
71	75,309	29	116,900 ×	81	92,700 ¥
72	72,809 ×	30	116,343 ×	82	91,284
73	72,460	31	115,870 ×	83	91,000 ×
74	71,500	32	115,000	84	91,000
75	71,490	33	114,527 ×	85	90,984
76	70,255	34	113,46 8 *	86	90,640
77	70,176	35	113,244 ×	· 87	90,492
78	70,000 ×	36	111,500 ×	88	90,000 *
7 9	69,180 ×	37	111,350	89	8 7,720
80	68,959	38	111,080	90	87,516 ×
81	60,256	39	111,000	91	86,200
		40	110,004 *	92	85 ,165
		41	110,000 ×	93	8 4,200 ×

TABLE

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DEANS:		RANK	SALARY	RANK S	ALARY
	MANAGEMENT	14	90,192	66	66,650
DOGTILEGG		15	89,886 ×	67	66,480 ×
		16	89,778 ×	68	66,287
RANK	SALARY	17	89,040 ×	69	66,180
(CONTINU		18	89,007 ×	70	66,000 ×
94	84,000 ×	19	88,700 ×	71	64,800 ×
95	83,522	20	88,590 ×	72	64,690 ×
•	83,500	21	87,192 ×	73	63,800 ×
96 07	83,250	22	86,206 ×	74	63,629
97 00	83,178 ×	23	85,904 ×	75	61,522 ×
98	•	24	85,720 ×	76	60,023
99	82,500	25 25	83,000 ×	77 77	58,959 ×
100	80,608	26		78	57,835 ×
101	80,480 ×	2 0 27	82,900 ¥	79	56,100 ×
102	80,000		82,858 82,711 ×	80	55,157
103	79,144	28	82,311 ×	81	52,788
104	79,100	29	81,790 ×	82	51,425 ×
105	77,660	30	81,032		-
106	77,532	31	80,498 ×	83	51,000
107	77,461 ×	32	80,415 ×	84	48,556
108	76,920 ×	33	80,255 ×	8 5	41,280
109	76,670	34	80,000 ×	86	38,385 ×
110	75,786 ×	35	79,900		70 (11
111	74,857	36	78,714 ×	AVERAGE "X"	78,411
112	73,672	37	78,348 ×		
113	73,337	38	78,180	AVERAGE ALL	76,225
114	72,917 ×	39	77,789		
115	71,696	40	77,353 ×	DEANS:	
116	70,911	41	76,000 ×	EARTH SCIE	
117	68,600 ¥	42	75,000 ×	NATURAL RE	SOURCES
		43	74,600		
AVERAGE "X	m 109,867	44	74,393 ×	RANK	SALARY
		45	74,339 ×	1	169,116 ×
AVERAGE AL	L 104,649	46	74,077	2	116,000 ×
		47	73,792	3	110,000
DEANS:		48	73,644	4	96,248 ×
CONTINUI	NG EDUCATION	49	73,500 ×	5	95,300 ×
		50	73,500 ×	6	92,808 ×
		51	73,452 ×	7	87,700 ¥
RANK	SALARY	52	73,400 ×	8	65,970 ×
1	123,000	53	72,302 ×		
2	102,000 ×	54	72,100	AVERAGE "X"	103,306
3	100,055 ×	55	71,889		
4	99,528 ×	56	71,737 ×	AVERAGE ALL	104,143
5	99,000 ×	57	71,734 ×		
6	97,481 ×	58	71,223 ×	DEANS:	•
7	96,458 ×	59	(71,200)	EDUCATION	
8	95,550	60	71,004 ×	•	
9 .	95,000 ×	. 61	70,326 ×		
10	91,800 ×	62	68,941	RANK	SALARY
11	90,900 ×	63	68,850	1	142,000 ×
12	90,900 ×	64	68,609 ×	2	124,000
13	90,327 ×	65	66,675 ×	3	120,000 ×

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DEANS:			RANK	SALARY	RANK	SALARY
EDUCATION			51	90,000 ×	103	72,101
			52	90,000 ×	104	71,756
			53	89,962 ×	105	71,200 ×
RANK	SALARY		54	89,900 ×	106	70,491
(CONTINUE			55	89,535 ×	107	68,972 ×
4	119,366	×	56	89,425	108	68,444
5	118,800		57	89,000	109	68,040
6	118,738		58	88,900 ×	110	67,817
7	118,451		59	88,704	111	67,500 ×
· 8	116,863		60	88,056	112	67,431
9	115,620		61	88,000 ×	113	65,660
10	115,000		62	87,303 ×	114	65,108 ×
11	112,305		63	87,000 ×	115	58,316
12	109,003		64	86,700 ×		•
13	106 (94		65	86,340 ×	AVERAGE "X"	93,324
14	100,550		66	85,930 ×		
15	106,000		67	85,908 ×	AVERAGE ALL	89,399
16	103,872		68	85,404 ×	***************************************	22,022
17	103,120		69	85,000	DEANS:	
18	202,941		70	85,000 ×	ENGINEERIN	iG .
19	102,856		71	84,000 ×		.•
20	102,675		72	84,000 ×		
21	102,500		73	84,000 ×	RANK	SALARY
22	101,900	*	74	32,820 ×	1	168,000 ×
23	101,500		 75	82,400 ×	2	165,000
24	101,5		76	82,385 ×	3	164,000 ×
25	101,000		77	81,886	4	156,500 ×
26	100,000		78	81,500	5	156,500 ×
27	100,000		79	81,200	6	155,004 ×
28	98,800	¥	80	80,328 ×	7	147,905 ×
29	97,890		81	80,000 *	8	147,436 ×
30	97,110		82	80,000	9	142,500 ×
31	97,000		83	80,000	10	141,750 ×
32	95,000		84	79,856 ×	11	138,856 ×
33	95,000		85	79,725 ×	12	138,600 ×
34	95,000	¥	86	79,401	13	135,000 ×
35	95,000		87	79,200 ×	14	128,800 ×
36	94,884		88	78,096 ×	15	127,500 ×
37	94,605	×	89	77,532	16	127,394 ×
38	94,500		90	76,871	17	127,100 ×
39	94,400		91	76,450	18	126,445
40	94,100	×	92	75,725	19	125,600 ×
41	94,000		93	75,480	20	125,417 ×
42	93,984		94	75,344	21	125,000 ×
43	93,018		95	75,000	22	122,784
44	92,880		96	73,752	23	122,549 ×
45	92,600		97	73,137 ×	24	121,954 *
46	92,111		98	72,532	25	121,000 ×
47	91,690		99	72,480 ×	26	121,000 ×
48	91,600		100	72,460 ×	27	120,000 ×
49	91,164		101	72,439 ×	28	119,381
50	90,306		102	72,332 ×	29	117,300 ×
	,		-	,	 -	

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DEANS:		RANK	SALARY	RANK S	SALARY
ENGINE	FRING	77	94,248 ×	23	84,000
		78	92,300 ×	24	83,584
		79	92,088 ×	25	83,300
RANK	SALARY	80	90,972	26	83,246
	(INUED)	81	90,360 ×	27	82,150 ×
30	116,989 ×	82	90,200 ×	28	80,256
31	116,347 *	83	89,907	29	77,888
32	115,000 ×	84	89,668	30	75,725
33	114,996 ×	85	88,000 ×	31	72,113 ×
34	113,341 *	86	87,836 ×	32	70,818 ×
35	113,000	87	84,943	33	70,134 ×
36	112,358 ×	88	84,835 ×	34	69,427 ×
37	111,624 ×	89	84,338 ×	35	66,690 ×
38	111,500 ×	90	81,080 ×	36	65,000 ×
39	111,400 ×	91	76,000	37	63,895 ×
40	111,125 ×	92	75,525	38	62,200 ×
41	110,464 *	93	74,778	39	57,938
42	110,434 ×	94	72,080 ×	40	57,114 ×
43	110,364	95	70,040		
44	110,000	96	59,800	AVERAGE "X"	86,788
45	109,668 *	,,	20,000		
46	109,440 ×	AVERAGE **	e" 114,285	AVERAGE ALL	85,128
47	109,000				·
48	108,116	AVERAGE AI	LL 110,075	DEANS:	-
49	108,000	AVERNOE A	220,012	FORESTRY	
50	107,302 ×	DEANS:			
50 51	107,000 ×	FINE AR	TS		
52	106,600	, = , = , = ,	••	RANK	SALARY
53	106,090			1	106,800 ×
54	105,724 *	RANK	SALARY	2	95,004 ×
55	105,074 *	1	127,000 ×	3	92,100 ×
56	105,060 ×	2	120,000 ×	4	89,435 ×
57	105,040 ×	3	110,052 ×	5	89,119
58	103,320 ×	4	109,100 ×	6	85,904 ×
59	102,600 ×	5	105,000 ×	7	82,700 ×
60	102,504 ×	6	97,364 ×	8	80,226 ×
61	102,421 *	7	97,000 ×	9	79,400
62	101,382 ×	8	95,000 ×	10	76,736
63	101,040 ×	9	94,900 ×	11	71,400 ×
64	100,956 *	10	94,050 ×	12	68,250 ×
65	99,050 ×	11	90,686 ×	13	65,600 ×
66	99,020 ×	12	90,000 ×		
67	98,589	13	89,928	AVERAGE "X"	83,742
68	97,538	14	89,628		
69	97,512	15	88,900 ×	AVERAGE ALL	83,283
70	97,300	16	88,000 ×		
71	97,000	17	87,816 ×		
72	97,000 ×	18	86,000		
72 73	96,728	19	85,344		
74	96,623 ×	20	85,000		
75	95,549 ×	21	(84,780)×		
76	94,762	22	84,100 ×		
. 4			•		

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DEANS:		RANK	SALARY	RANK	SALARY
GRADUATE		49	80,800 ×	10	81,599
		50	80,700 ×	11	78,026
		51	80,303	12	74,373 ×
RANK	SALARY	52	80,300	13	71,100
1	136,200 ×	53	79,861	14	70,468 ×
2	132,000 ×	54	79,200 ×	15	65,085
3 .	130,000 ×	55	78,650 ×		•
4	(130,000)×	56	78,614 ×	AVERAGE "X"	89,252
5	121,000 *	5 7	77,940 ×	***************************************	
6	(114,480)*	58	77,640 ×	AVERAGE ALL	85,409
7	114,024 *	59	77,156 ×	74214402 1122	02,.03
8	(112,486)*	60	77,100	DEANS:	
9	108,088 ×	61	77,100	HOME ECONO	MTCS
10	(108,000)×	62	76,320	HOUSE EDONG	11200
11	(107,000)	63	76,072	•	
12	102,964 ×	64	75,480 ×	RANK	SALARY
13	(102,600)×	65	75,100		120,000 ×
14		66	74,450 ×	1 2	
	100,301 ×		•	3	112,633 ×
15	100,000 ×	67 62	73,452		108,800 ×
16	100,000 ×	68	72,255	4	105,265 ×
17	100,000 ×	69 70	72,000	5	103,124 ×
18	98,921 ×	70 	(71,200)	6	101,387 ×
19	98,385 ×	71	70,911	7	100,980 *
20	95,240 ×	72	70,692	8	99,500 ×
21	94,758 *	73	68,694	9	98,308 ×
22	(93,685)*	74	67,500 ×	10	97,500 ×
23	93,318	75	67,493 ×	11	95,850 ×
24	93,256 ×	76	66,137 *	12	93,336 ×
25	93,234 ×	77	65,437	13	92,684 ×
26	(92,767)*	78	64,700	14	91,548 ×
27	92,160	79	63,963	15	86,920 ×
28	91,750 ×	80	63,880 ×	16	86,690 ×
29	91,700 ×	81	57 ,200	17	82,500 ×
30	91,667			18	82,161 ×
31	90,300 ×	AVERAGE ">	93,039	19	81,000 ×
32	90,000 ×			20	79,285 ×
33	90,000 ×	AVERAGE AL	.L 87,870	21	76,550 ×
34	89,950 ×			22	76,492 ×
35	89,600	DEANS:		23	73,000 ×
36	89,265	HEALTH/F	PHYSICAL	24	(68,156)
37	88,000 ×	EDUC/REC	REATION	25	66,200 ×
38	87,560 ×			26	63,004
39	87,500 ×	RANK	SALARY		
40	87,500 ×	1	105,000 ×	AVERAGE "X"	92,155
41	87,400 ×	2	102,500 ×		
42	85,380	3	99,084 ×	AVERAGE ALL	90,111
43	84,550 ×	4	96,660		
44	84,276 ¥	5	90,000 ×		
45	84,000	6	89,040 ×		
46	81,480 ×	7	88,227 ×		
47	81,396	8	85,394		
48	81,067 ×	9	84,580 ×	•	
	- 	-			

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DEANS:		RANK		SALARY	RANK		SALARY
HUMANITIES			(CD	NTINUED)	42		101,700 ×
HOIMANIIIES					43		100,524
		AVERAGE	H¥H	89,868	44		93,250 ×
DANK	SALARY	ATENADE	~	07,000	45		91,980 ×
RANK		AVERAGE	AI I	88,416	46		85,800 ×
1	106,440 ×	MVERMOE	MLL	00,410			00,000
2	104,853 ×	DEANC.			AVEDA	3E !****	124,977
3	102,800 ×	DEANS:			AVENM	JL . A	124,711
4	102,228 ×	LAW			AVEDA	SE ALL	125,901
5	98,000 ×				MAEKW	SE ALL	123,701
6	97,000 ×			0.41.459.4	DEANS	_	
7	94,600 ×	RANK		SALARY			TC
8	94,379 ×	1		180,000 ×	LID	ERAL AF	(13
9	93,500 ×	2		174,000 ×			
10	92,500 ¥	3		171,800 ×			
11	85,509 ×	4		164,100 ×	RANK		SALARY
12	85,000	5		156,768	1		155,500 ×
13	80,000 ¥	6		155,000	2		122,000 ×
14	67,929 ★	7		147,295 ×	3		114,948 ×
15	67,296	8		145,000 ×	4		98,124 ×
16	64,111	9		145,000 × .	5		96,994 ×
	•	10		145,000 ×	6		96,796 ×
AVERAGE "X"	93,826	11		141,354 ×	7		95,210 ×
	,	12		140,000 ×	8		92,300 ×
AVERAGE ALL	89,759	13		138,600 ×	9		91,000
ATENADE MEE	27,127	14		136,271 ×	10		90,228
DEANS:		15		136,128 ×	11		89,808 ×
JOURNALIS	M /	16		133,164	12		89,500 ×
COMMUNICA		17		129,944 ×	13		89,107
COMMUNICA	ITON	18		127,660 ×	14		88 ,056
DA1#/	CAL ADV	19		127,512 ×	15		85,300 ×
RANK	SALARY			•	16		78,755
1	108,700 ×	20		126,499 ×	17		78,409 ×
2	106,500 ×	21		124,965	18		77,117
3	102,000 ×	22		124,000			
4	99,337 ×	23		123,082 ×	19		75,000
5	98,000	24		122,900	20		73,925
6	97,000 ×	25		122,676 *	21		73,640
7	96,900 ×	26		120,817 ×			
8	95,000 ×	27		120,750 ×	AVER	AGE ***	101,241
9	94,000 ×	28		120,000 ×			
10	93,850 ×	29		117,254 ×	AVER	AGE ALL	92,939
11	92,220 ×	30		114,900 ×			
12	91,120 ×	31		113,200 ×	DEAN	S:	
13	90,000 ×	32		112,500 ×	LI	BRARY S	CIENCE
14	84,800 ×	33		111,057 ×			
15	81,150 ×	34		109,500 ×			
16	80,800 ×	35		108,650 ×	RAN	K	SALARY
1 7	80,320 ×	36		107,415 ×	1		157,000 ×
18	74,500	37		106,528 ×	2		104,300 ×
19	73,152 ×	38		106,000 ×	3		102,000 ×
20	66,600	39		105,000 ×	4		99,000
21	50,779 ×	40		102,960 ×	5		92,100 ×
C.L	20)//7 ^	41		102,929 *	6		91,000 ×
		74		14L))L) ^	J		,

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DEANS:		RANK	SALARY	RANK S	SALARY
LIBRARY SC	IENCE	9	82,464 ×	21	96,000 ×
		10	81,900 ×	22	93,220 ×
				23	92,940 ×
RANK .	SALARY	AVERAGE "X"	93,200	24	92,000
CONTINUE		110 210 102		25	91,284
7	90,000 ×	AVERAGE ALL	95,930	26	90,742
8	90,000 ×		,	27	89,800 ×
9	90,000 ×	DEANS:		28	89,160 ×
10	88,824 ×	PUBLIC AFF	AIRS	29	82,965 ×
11	88,359 ×		713.13	30	81,369
12	86,300 ×			31	74,000
13	82,819 ×	RANK	SALARY	32	70,460
14	82,161 ×	1	125,000 ×	33	66,480
15	73,731 ×	2	122,491	•	00,.00
16	72,553 ×	3	119,000 ×	AVERAGE "X"	108,527
17	72,225 ×	4	100,000 ×	770	100,52,
18	71,585 ×	5	94,326 ×	AVERAGE ALL	102,627
19	68,967	6	89,004 ×	AVERNOE ALE	102,027
19	00;70/	7	86,500 ×	DEANS:	
AVERAGE ***	00 202	8	83,363	SOCIAL AND	REHAV-
AVERAGE "X"	90,292	9	75,912	IORAL SCIE	
ANTRACE ALL	90 (20	10		TORAL SCIE	INCES .
AVERAGE ALL	89,628	10	69,869	RANK	SALARY
DEANG		AVEDAGE HVM	100 700	RAWK 1	116,152 ×
DEANS:	•	AVERAGE "X"	102,305	2	116,152 ×
MATHEMATIC	25	AVERAGE ALL	0/ 5/7	3	
		AVERAGE ALL	96,547		108,502 ×
	041.4594	254110		4	104,592 *
RANK	SALARY	DEANS:		5	103,625 ×
1	155,004 ×	SCIENCE		6	102,922 ×
2 .	109,400 ×			7	100,920 ×
3	(107,805) ×			8	99,828 *
4	91,865	RANK	SALARY	9	99,465
5	75,480 ×	1	176,716 *	10	99,400 ×
6	73,661	2	145,000 ×	11	96,024
		3	121,958	12	95,760 ×
AVERAGE "*	111,922	4	119,933 ×	13	92,500 ×
		5	117,000 ×	14	85,000
AVERAGE ALL	102,203	6	116,171 *	15	80,800
		7	114,649 *	16	76,128
DEANS:		8	113,252 *	17	70,480 ×
MUSIC	•	9	113,000	18	68,956 ×
		10	(107,805) *		
		11	107,688 ×	AVERAGE "X"	98,357
RANK	SALARY	12	105,700 ×		
1 .	120,500	13	104,794 ×	AVERAGE ALL	95,336
2	119,300 ×	14	104,545	•	
3	115,094 ×	15	104,140 ×		
4	98,000 ×	16	103,872 ×		
5	89,460 ×	17	103,000		
6	84,999 ×	18	100,000 ×		
7	(84,780)×	19	98,800		
8	82,803 ×	20	98,261 ×		

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DEANS:		RANK	SALARY	RANK	SALARY
SOCIAL	WORK	13	74,000	9	125,004 ×
		14	70,044 ×	10	124,000 ×
		15	67,900	11	120,000 ×
RANK	SALARY	16	60,588	12	120,000 ×
1	143,500 ×			13	117,916 ×
2	120,000 ×	AVERAGE "X"	84,180	14	116,142 *
3	114,480 ×			15	114,346 ×
4	114,108 ×	AVERAGE ALL	82,577	16	107,494 ×
5	110,000 ×			17	99,588
6	109,200 ×	DEANS:		18	95,880 ×
7	107,944	UNIVERSITY	COLLEGE/		
8	102,000 ×	GENERAL CO	ILLEGE	AVERAGE "X"	127,792
9	100,602 ×				
10	99,500 ×	RANK	SALARY	AVERAGE ALL	126,491
11	97,500 ×	1	99,750 ×		
12	97,097 ×	2	92,700 ×	MEDICAL DEAM	is:
13	94,896 ×	3	91,623 ×	HEALTH SC	/HEALTH PRO-
14	91,495 *	4	86,843	FESSIONS/	ALLIED HEALTH
15	91,000 ×	5	86,000 ×		
16	87,600 ×	6	82,008 ×	RANK	SALARY
17	87,000 ×	7	81,430 ×	1	138,050 ×
18	85,815 ×	8	77,477 ×	2	108,400
19	85,725 ×	9	74,913 ×	3	108,000 ×
20	84,350 ×	10	73,800 ×	4	105,000 ×
21	83,835 ×	11	71,336 ×	5	100,400
22	78,162 ×	12	70,980 ×	6	97,444 ×
23	78,060 ×	13	69,299 ×	7	97,147 ×
24	76,730 ×	14	68,444	8	93,55 3 ×
25	74,600 ×	15	66,180 ×	9	93,400 ×
26	54,172	16	65,900 ×	10	93,000 ×
		17	65,868	11	92 ,8 17 ×
AVERAGE	™¥™ 96,136	18	63,809 ×	12	92,224 ×
		19	60,813 ×	13	91,500 ×
AVERAGE	ALL 94,976	20	52,006	14	90,377
	•			15	88,343
DEANS:		AVERAGE 19X1	76,751	16	87,745 ×
	RADUATE			17	87,080 ×
STUDIE	S	AVERAGE ALL	75,059	18	86,160
				19	86,000
RANK	SALARY	MEDICAL DEA	NS:	20	85,600
1	1 02,897	DENTISTRY	•	21	85,400 ×
2	101,789 ×			22	85,320 ×
3	92,4 8 2 ×			23	84,080 ×
4	91,548	RANK	SALARY	24	83,491
5	91,500 ×	1	170,000 ×	25	82,175 ×
6	88,325 ×	2 .	146,440 ×	26	81,081 ×
7	85,000 ×	3	144,500 ×	· 27	80,900 ×
8	82,500	4	142,000 ×	28	80,411 ×
9	79,550 ×	5	140,000 ×	29	79,280
10	79,012 ×	6	132,565	30	75,000
11	78,100 ×	7	132,500 ×	31	74,237
12	76,000 ×	8	12 8 ,454 ×	32	71,647

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MEDICAL	DEANS:	RANK	SALARY	RANK	SALARY
	SCI/HEALTH PRO-	(CONTINUED)		42	82,820 ×
	NS/ALLIED HEALTH			43	82,812
1 23313	THE PARTY TO SECURE THE PARTY THE PA	AVERAGE "X"	170,181	44	81,750 ×
RANK	SALARY	777 2777 277	,	45	80,963 ×
	INUED)	AVERAGE ALL	167,841	46	80,844
33	67,500	HVENHOL HEE	20.,0.2	47	79,853 ×
J J	87,500	MEDICAL DEAL	NG.	48	79,150
AVEDACE	#¥# 02 01.4	NURSING	\\ .	49	78,866 ×
AVERAGE	"*" 92,816	MOKOTINO		50	78,549 ×
AVEDACE	ALL 90 679			50 51	76,300 ×
AVERAGE	ALL 89,478	RANK	SALARY	52	73,000 ×
MEDZOAL	DEANE	1	136,200 ×	52 53	72,866 ×
MEDICAL		2		54	70,000 ×
MEDICI	NE	3	135,354 ×		70,000 ×
			121,000 *	55 57	
	241.4514	4	120,000	56 53	69,480 ×
RANK	SALARY	5	115,149 ×	57	67,600
1	302,500 ×	6	115,000 ×	58	63,036
2	264,914 *	7	113,600 ×		A
3	257,737 ×	8	113,518 ×	AVERAGE "X"	94,397
4	242,000 ×	9	113,370 ×		
5	231,750 ×		· 112,350 ×	AVERAGE ALL	92,521
6	217,900 ×	11	110,832 ×		
7	216,882 ×	12	110,208 ×	MEDICAL DEAM	lS:
8	195,821 ×	13	105,000 ×	OPTOMETRY	
9	194,720 ×	14	103,574 ×		
10	185,000 ×	15	102,121 *		
11	183,744 ×	16	101,000 ×	RANK	SALARY
12	182,750 ×	17	99,120 ×	1	131,250 ×
13	182,000 ×	18	97,500 ×	2	116,151 ×
14	180,218	19	97,200 ×	3	108,169
15	176,737 ×	20	95,000 ×	4	94,900 ×
16	170,252 ×	21	95,000 ¥		
17	164,320 ×	22	94,840 ×	AVERAGE ***	114,100
18	163,836 ×	23	94,681 ×		
19	(163,611)*	24	93,000 ×	AVERAGE ALL	112,618
20	160,000 ×	25	90,000 ×		-
21	157,792 ×	26	90,000	MEDICAL DEA	NS:
22	150,468 ×	27	89,940 ×	PHARMACY	
23	143,364 ×	28	89,760 ×		
24	140,004 ×	29	89,040 ×		
25	138,96Q ×	30	88,960	RANK	SALARY
26	138,253 ×	31	88,400 ×	1	145,000 ×
27	135,750 ×	32	87,602	2	144,700 ×
		33	87,350 ×	3	128,912 ×
28	126,080	34	87,300 ×	4	122,980 ×
29 70	120,000			5	121,2 2 4 ×
30 31	117,212 ×	35 34	87,076 ×	6	120,000 ×
31	116,107 ×	36 37	85,668 ×	7	116,550 ×
32	114,962 ×	37 70	85,600 ×		
33	112,000 ×	38	84,856	8	116,000 ×
34	109,434 ×	39	84,660	9	114,000 ×
35	107,050 ×	40	83,950 ×	10	111,2 33 ×
36	78,132 ¥	41	83,528 ×	11	104,975 ×

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MEDICAL DEAN	15.	RANK	SALARY
PHARMACY		3	120,000 ×
I I I I I I I I I I I I I I I I I I I		4	119,322 ×
		5	116,300 ×
RANK	SALARY	6	115,176 ×
(CONTINUE		7	114,888 ×
12	103,872 ×	8	111,500 ×
13	102,000 *	9	110,784 ×
14	100,456 ×	10	109,308 ×
15	98,359 ×	11	104,900 ×
16	93,300 ×	12	100,716 ×
17	91,854 ×	13	97,639 ×
18	89,849 ×	14	94,704 ×
19	88,774	15	92,200 ×
20	84,892 ×	16	86,746 ×
21	82,648 ×		
22	77,960 ×	AVERAGE **	X** 111,060
23	77,200 ×		
24	76,686 ×	AVERAGE A	LL 111,060
25	76,236 ×		
26	74,604 ×		
27	64,808 ×		•
AVERAGE "X"	101,550		

MEDICAL DEANS: PUBLIC HEALTH

AVERAGE ALL 101,077

RANK	SALARY
1	139,700 ×
2	139,000 ×
3	137,602 ×
4	111,2 80 *
5	104,808 ×
6	100,037 ×
7	92,775 ×
8	87,077 *
9	80,649 ×

AVERAGE "X" 110,325

AVERAGE ALL 110,325

MEDICAL DEANS: VETERINARY MEDICINE

RANK	SALARY			
1	144,773 ×			
2	138,000 ×			



TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE STATE-SUPPORTED UNIVERSITIES REPRESENTING FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-six universities reporting for 1992-93 from this region are as follows:

*Auburn University *University of Alabama *University of Alabama at Birmingham *University of Alabama at Huntsville University of South Alabama Florida Atlantic University *Florida State University *University of Florida University of Central Florida Georgia Institute of Technology Georgia State University *University of Kentucky *University of Louisville *Mississippi State University University of Southern Mississippi *University of Mississippi *North Carolina State University *University of North Carolina - Chapel Hill *University of North Carolina - Greensboro *Clemson University *University of South Carolina - Columbia East Tennessee State University *Memphis State University Middle Tennessee State University Tennessee Technological University *University of Tennessee - Knoxville

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



ATMINITETEA	TIVE OFFICERS:	RANK	SALARY	RANK S	SALARY
	T OF A SYSTEM	2	98,500	8	69,350 ×
	-CAMPUSES	3	(94,494)×	9	66,690
Of MOLIT	-CMM QUEU	4	92,030 ×	10	65,720
RANK	SALARY	5	73,228	11	57,225 ×
1	157,000 ×	6	(59,651)*	12	55,000
2	138,213 ×	•	(3),031,	13	53,609 ×
. 3	135,000	AVERAGE "X	8 2,058	14	48,900
4	127,513	NI ENNOE	02,000	15	46,490 ×
5	102,000 ×	AVERAGE ALI	L 87,478	16	42,465 ×
.=	102,000	MULICIOL ME	- 0.,	17	36,573 ×
AVERAGE ">	er 132,404	ADMINISTRA'	TIVE OFFICERS:		
	202, 101	EXECUTIV		AVERAGE "X"	65,976
AVERAGE AL	L 131,945	PRESIDEN			•
	,			AVERAGE ALL	64,711
ADMINISTRA	ATIVE OFFICERS:	RANK	SALARY		•
PRESIDE	NT OF A SINGLE	1	147,149	ADMINISTRATI	VE OFFICERS:
	STITUTION	2	(97,500)×	VICE PRESI	
		3	78,258 ×	HEALTH	
RANK	SALARY				
· 1	190,550 ×	AVERAGE "X	7 87,879	RANK	SALARY
2	182,000 ×			1	309,000 ×
3	169,404	AVERAGE AL	L 107,636	2	201,200 ×
4	168,400			3	(163,611)*
5	165,000 ×	ADMINISTRA	TIVE OFFICERS:	4	153,759 ×
6	157,955 ×	ADMINIST	RATIVE VICE	5	134,000 ×
7	155,000 ×	PRESIDEN	π	6	120,000
8	152,340				_
9	148,500 ×	RANK	SALARY	AVERAGE "X"	192,314
10	134,620 ×	1	111,000 ×		.:
11	128,200 ×	2	100,000 ×	AVERAGE ALL	180,262
12	124,160 ×	3	(97,500)×		
13	120,273 ×	4	94,500	ADMINISTRAT:	IVE OFFICERS:
14	120,000 ×	5	76,000 ×	VICE PRES	IDENT FOR
15	120,000 ×	6	63,000 ×	INFORMATIO	on management
16	115,700 ×				
17	102,000 ×	AVERAGE "	e r 89,500	RANK	SALARY
18	102,000			1	125,000 ×
19	93,000	average al	L 90,333	2	110,057 ×
20	90,000			3	(94,494)*
21	86,90 0		ATIVE OFFICERS:	4	89,000 ×
			NT TO THE	5	84,790 ×
AVERAGE "	140,283	PRESIDE	NT	6	67,860
AVERAGE A	ALL 134,572	RANK	SALARY	AVERAGE ***	100,668
		1	89,000 ×		
	RATIVE OFFICERS:	2	84,000 ×	AVERAGE ALL	95,200
	RES FOR INSTI-	3	80,325 ×		
TUTION	AL PLANNING	4	78,780 ×		
.		5	78,600 ×		
RANK	SALARY	6	75,300 ×		
1	106,967	7	72,059		

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ADMINISTRATI	VE OFFICERS:	RANK	SALARY	RANK	SALARY
DIRECTOR O	F COMPUTING	16	45,400	8	.77,793 ×
SERVICES		17	41,800 ×	9	77,750
-		18	39,999 ×	10	77,800 ×
rank	SALARY	19	33,024	11	74,643
1	102,630 ×	20	25,038 ×	12	73,575 ×
2	97,872 ×	•		13	68,028 ×
3	96,000 ×	AVERAGE "X"	57,519	14	67,200 ×
4	89,951 ×			15	64,725 ×
5	81,200 ×	AVERAGE ALL	55,210	16	61,700
6	79,830			17	56,004
7	79,753	ADMINISTRAT	IVE OFFICERS:	18	53,167
8	77,216 ×	DIRECTOR	OF INSTITU-	19	48,260 ×
9	76,999 ×	TIONAL RE	SEARCH		
10	75,900 ×			AVERAGE "X"	77,676
11	74,750 ×	RANK	SALARY		
12	73,500	1	77,000 ×	AVERAGE ALL	75,047
13	67,670 ×	2	72,675		
14	66,500	3	70,000 ×	ACADEMIC OFF	ICERS:
15	66,442 ×	4	69,000 ×	VICE PRESI	DENT FOR
16	65,700 ×	5	66,237 ×	ACADEMIC A	VFFAIRS
17	65,700 ×	6	65,000 ×		
18	63,900 ×	7	64,855	RANK	SALARY
19	60,770	8	60,900	1	155,000 ×
20	60,628	9	60,675 ×	2	(144,390)×
21	60,300 ×	10	60,000 ×	3	132,600 ×
22	55,884	11	(59,651) *	4	131,301 ×
	•	12	59,500	5	(129,000)*
AVERAGE "X"	77,482	13	58,289 ×	6	121,200 ×
	•	14	57,100	7	109,200 ×
AVERAGE ALL	74,504	15	55,115 ×	8	102,000
	•	16	53,960 ×	9	96,636
ADMINISTRAT	IVE OFFICERS:	17	49,085 ×	10	(94,500)×
DIRECTOR		18	43,608	11	94,000 ×
AFFIRMATI		19	42,253 ×	12	92,950 ×
			· - •	13	89,706 ×
RANK	SALARY	AVERAGE "X	60,482	14	87,720
1	93,200 × '		•	15	80,000
2	72,056 ×	AVERAGE ALI	_ 60,258	16	73,810
3	71,000 ×		•		-
4	. 70,145 ×	ADMINISTRA'	TIVE OFFICERS:	AVERAGE "X"	117,622
5	68,550 ×	LEGAL CO			•
6	66,950 ×			AVERAGE ALL	376, 108
7	60,000 ×				•
8	58,625	rank	SALARY	ACADEMIC OF	FICERS:
9	56,727 ×	1	99,200 ¥	PROVOST	
10	55,348 ×	2	92,836		
11	55,000 ×	3	91,100 ×		
12	49,350 ×	4	90,000 ×	RANK	SALARY
13	48,535 ×	5	89,709 ×	1	169,950 ×
14	46,850	6	84,798 ×	2	(144,390)*
15	46,600 ×	7	78,400 ×	3	(129,000)*
		•		-	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,

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ACADEMIC OFFICERS:		RANK				RANK		LARY
PROVOST			(CONTINUED)			9	(71,400)*
	•					10		71,400
		AVERAGE	ижи	85,363		11		69,999 ×
RANK	SALARY					12		66,175 ×
(CONTINUE	D)	AVERAGE	ALL	81,046		13		66,173
4	125,900					14		64,408 ×
5	125,460 ×			CAL OFFICERS:		15		62,822 ×
6	118,000	VICE	PRESII	DENT FOR		16		61,200
7	118,000 ×	BUSIN	ESS			17		58,270 ×
8	115,500 ×					18		55,300 ×
9	107,935 ×	rank		SALARY		19		54,280
10	106,200 ×	1		119,800 ×		20		53,872
11	106,000	2		117,785 ×		21		40,100
	(94,500)*	3		114,756 ×				
		4		113,800 ×		AVERAGE "	χn	73,693
AVERAGE "X"	123,437	5		112,500 ×				
	•	6		106,896 ×		AVERAGE A	ALL	70,771
AVERAGE ALL	121,736	7		102,049				
Medianos	,,,	8		101,600 ×	3	BUSINESS	/FISC	AL OFFICERS:
ACADEMIC OFF	FTCERS:	9		100,500				R BURSAR
DIRECTOR O		10		100,000				-
LIBRARIES	2 1	11		99,100 ×				
LIDIOARILD		12		97,650		RANK		SALARY
RANK	SALARY	13		96,960 ×		1		96,090)×
1	116,390 ×	14		89,008		2		88,000)×
2	101,000	15		86,800 ×		3		71,400)*
3	100,000 ×	16		86,032 ×		4	`	53,235
4	95,000 ×	17		82,847 ×		5		51,450 ×
5	92,900 ×	18		82,500 ×		6		49,900 ×
	· ·	19		77,500 ~		7		47,348 ×
6	91,599 ×	20		77,435 ×		8		46,965 ×
7	90,151			77,435 × 73,828		9		43,066 ×
6	87,365 ×	21				10		35,305
9 .	87,200 ×	22		67,900		11		34,620
10	84,859 ×	41.55.404		00 015				
11	83,382 ×	AVERAG	: "*"	99,915		12		34,560
12	83,060 ×	444774		05 70/		AUEDAGE	****	(1 777
13	82,000 ×	AVERAG	± ALL	95,784		AVERAGE	··*·	61,777
14	80,052					****		5/ 700
15	77,904 ×			SCAL OFFICERS:		AVERAGE	ALL	54,328
16	77,400 ×	CONTI	ROLLER	₹				
17	72,000							CAL OFFICERS:
18	71,400 ×					BUSINE	SS M	ANAGER
19	69,873	RANK		SALARY				
20	69,400	1		97,449 ×				
21	68,781 ×	2		91,902		RANK		SALARY
22	66,660 ×	3		89,25 1	•	1		(96,090)*
23	62,560	4		(88,000)×		2		56,064
24	60,140	5		87,006 ×		3		55,150
25	55,173	6		83,435 ×		4		47,200 ×
		7		77,250 ×		5		43,260
		8		76,500 ×				

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	SCAL OFFICERS:	RANK	SALARY	RANK	SALARY
BUSINESS MANAGER		3	71,622 ×		NTINUED)
		4	60,251 ×	(00	MI THOLD?
		5	60,015 ×	AVERAGE "X"	57,762
. ((CONTINUED)	6	57,047 ×		3,,,,,,
		7	54,775 ×	AVERAGE ALL	56,882
AVERAGE "*	71,645	8	54,262		30,002
•		` 9	53,000 ×	BUSINESS/FIS	CAL OFFICERS:
AVERAGE ALL	. 59,553	10	50,900	DIRECTOR O	
		11	50,750 ×		
	SCAL OFFICERS:	12	49,440 ×		
DIRECTOR	OF PURCHASING	13	47,993 ×	RANK	SALARY
		14	47,880 ×	1	56,960 ×
		15	46,858 ×	2	56,300 ×
RANK	SALARY	16	45,164	3	56,000
1	75,600 ×	17	42,617 ×	4	55,957 ×
2	67,719 ×	18	41,050	_	(53,076)
3	66,862 ×	19	38,490	6	51,890 ×
4	64,608	20	38,250	7	51,843
5	63,422 ×	21	36,518	8	51,550 ×
6	58,650 ×	22·	32,700	9	47,500 ×
7	56,500 ×		,	10	
8	53,739 ×	AVERAGE "X"	55,002	11	46,440 43,965 *
9	52,033 ×			12	-
10	52,000	AVERAGE ALL	51,468	13	40,975 ×
11	52,000 ×	710-1410-1710-1	31)400	14	40,359 ×
12	51,920 ×	BUSINESS/FT	SCAL OFFICERS:	15	39,592 ×
13	51,556 ×	BUDGET OF		16	39,050
14	51,028 ×			17	38,557 ×
15	50,619 ×			18	31,690
16	50,479 ×	RANK	SALARY	19	31,500
17	49,629 ×	1	80,351 ×	20	28,149 ×
18	49,396	2	74,100	20	24,832 ×
19	46,600 ×	3	66,941 ×	AVERAGE "X"	<i>((</i> , 757
20	44,350	4	66,456 ×	HARWOEx	44,353
21	44,152	5	63,239 ×	AVERAGE ALL	66 700
22	44,040	6	61,500	MAEKAGE WIT	44,309
23	37,790	7	60,664	RIISTNESS /ETS	CAL OFFICERS:
24	36,050	8	58,761 ×	DIRECTOR OF	
25	27,450 ×	9	56,000 ×	DIRECTOR OF	r reksunnet
		10	55,000		
AVERAGE "X"	54,459	11	54,090	RANK	CALADV
		12	52,324	1	SALARY 94,000
AVERAGE ALL	51,928	13	52,000 ×	2	
		14	50,702 ×	3	85,046 ×
BUSINESS/FI	SCAL OFFICERS:	15	49,980 ×	4	79,672 ×
INTERNAL		16	48,947 ×	5	77,385 ×
		17	43,972	6	70,700 ×
		18	43,740	7	70,500 ×
RANK	SALARY	19	42,000 ×	, 8	70,350 ×
1	79,943		TEJUUU A	9	69,999 ×
2	72,775 ×	•		10	68,770 ×
				10	66,912 ×

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BUSINESS/FISCAL OFFICERS:		RANK SALARY		rank salary	
DIRECTOR OF PERSONNEL		22	72,771	(CON	TINUED)
221123131	G	23	70,900		
		24	61,908	AVERAGE ***	51,834
RANK	SALARY	25	61,200		
(CONTIN				AVERAGE ALL	50,594
11	66,300 ×	AVERAGE "X"	87,024		
12	65,776	***************************************		STUDENT AFFAI	RS OFFICERS:
13	65,044 ×	AVERAGE ALL	83,457	DIRECTOR OF	ADMISSIONS
14	65,000 ×	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
15	62,638 ×	STUDENT AFF	AIRS OFFICERS:		
16	58,236 ×	DEAN OF S		RANK	SALARY
17	57,023 ×	AFFAIRS		1	85,300 ×
18	55,900 ×	74 1 712112		2	78,066 ×
19	55,250	RANK	SALARY	3	72,450
20	54,325	1	(93,250)*	4	69,185 ×
21	53,304	2	86,900	5	64,800 ×
22	(53,076)	3	77,151	6	63,215 ×
23	52,000	4	75,600 ×	7	61,790 ×
		5	64,907 ×	8	61,198 ×
24	50,900	6	64,500 ×	9	55,300 ×
25	42,964	7	61,000 ×	10	54,960
4VED405 #\	di (0.000	8	60,240	11	53,775 ×
AVERAGE "	e ⁿ 68,092	9	60,000 ×	12	52,760
			-	13	52,300 ×
AVERAGE AL	LL 64,443	10	59,100 ×	14	51,534 ×
		11	52,855	15	50,600 ×
	FFAIRS OFFICERS:	12	51,182		46,835
	ESIDENT FOR	13	50,552	16	
STUDENT	AFFAIRS	14	49,751 ×	17	46,198 ×
		15	42,190 ×	18	43,2 8 3 ×
RANK	SALARY			19	42,720 ×
1	100,760 ×	AVERAGE "X	63,366	20	39,608
2	100,300 ×			21	38,781
3	98,922 ×	AVERAGE AL	L 63,279	22	37,570 ×
4	95,274 ×			23	37,312 ×
5	(93,250)×		FAIRS OFFICERS:	24	30,468
6	91,155		INTERNATIONAL	25	30,000
7	90,900 ×	STUDENTS			
8	90,000 ×			AVERAGE "*	56,12 6
9	89,826 ×	RANK	SALARY		
10	88,300	1	94,059 ×	AVERAGE ALL	52 ,8 00
11	87,200 ¥	2	79,356 ×		
12	83,396	3	77,448		IRS OFFICERS:
13	82,900 ×	4	50,700 ×	REGISTRAR	
14	81,703 ×	5	42,900		
15 .	79,500 ×	6	42,500 ×		
16	78,950 ×	7	41,200	RANK	SALARY
17	78,798 ×	8	41,000 *	1	74,799 ¥
18	78,690 ×	9	38,723 ⊁	2	74,496
19	77,379	10	34,460 ×	3	68,840
20	77,000 ×	11	33,936 ×	4	66,310 ×
21	75,438 ×	12	30,989	5	63, 873 ×
	•				

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STUDENT AFFA	IRS OFFICERS:	RANK	SALARY	STUDENT AFF	AIRS OFFICERS:
REGISTRAR		18	43,990	DIRECTOR	OF STUDENT
		19	43,530 ×	HEALTH CE	NTER
		20	43,200 ×		
RANK	SALARY	21	43,000	RANK	SALARY
(CONTINUE)		22	42,240	1	135,000 ×
6	63,500 ×	23	42,032 ×	2	122,400 ×
7	62,810 ×	24	41,509	3	105,480 ×
8	59,300 ×	25	41,037 ×	4	103,503
9	55,100 ×	26	40,308	5	97,650 ×
10	55,000		• •	6	96,977 ×
11	53,573 ×	AVERAGE "	¥" 51,511	7	92,400 ×
12	52,409		·	8	84,956 ×
13	51,929 ×	AVERAGE A	LL 49,128	9	81,810 ×
i4	51,093 ×		·	10	81,200 ×
15	48,960	STUDENT A	FFAIRS OFFICERS:	11	80,504 ×
16	45,000 ×	DIRECTO	R OF HOUSING	12	80,003
17	43,896			13	74,500 ×
18	43,785 ×			14	74,380 ×
19	42,998 ×	RANK	SALARY	15	69,912
20	41,228 ×	1	66,240 ×	16	57,000 ×
21	39,630	2	65,307 ×	17	52,322 ×
22	39,596	3	65,000 ×	18	51,100 ×
23	38,078	4	60,050	19	47,531
24	35,415 ×	5	58,075 ×	20	46,102
	00,120	6	55,388 ×	21	40,763
AVERAGE "X"	54,048	7	53,519 ×	22	32,300 ×
,,,,,,,,,,	,	8	53,040 ×	23	31,895
AVERAGE ALL	52,984	9	52,4 88 ×	24	31,100 ×
	52 ,7 3 .	10	52,100 ×		02,200
STUDENT AFFA	IRS OFFICERS:	11	49,999 ×	AVERAGE "X	79,475
	F FINANCIAL	12	47,824 ×	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	.,,
AID		13	47,670	AVERAGE AL	L 73,783
		14	44,800 ×		. ,,,,,,
RANK	SALARY	15	44,402 ×	STUDENT AF	FAIRS OFFICERS:
1	65,820 ×	16	43,212		OF CAREER
2	64,375 ×	17	42,916		& PLACEMENT
3	62,000 ×	18	41,912	,	
4	58,688 ×	19	39,900 ×	RANK	SALARY
5	55,409 ×	20	36,300 ×	1	69,933
6 .	53,600 ×	21	36,234 ×	2	62,865 ×
7	53,469 ×	22	35,169	3	62,000 ×
8	51,800 ×	23	34,730	4	55,397 ×
9	51,435 ×	24	32,136	· 5	55,024 ×
10	.51,000 ×	_,	52,233	6	55,000 ×
11	50,637	AVERAGE '	1 XII 51,289	7	53,957
12	48,612			8	53,900 ×
1.3	47,886 ×	AVERAGE /	ALL 48,267	9	53,000 ×
14	47,257	TT SIGNOR I		10	44,078 ×
15	46,000 ×			11	44,000 ×
16	44,400 ×			12	42,700 ×
17	44,106			13	42,100
• •	,			-₩	,

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STUDENT AFFA	IRS OFFICERS:	OPERATIONS	OFFICERS:	RANK S	ALARY
DIRECTOR O		DIRECTOR		14	47,486 ×
	PLACEMENT	PHYSICAL		15	47,200 ×
I LAMITING G				16	43,620 ×
RANK	SALARY	RANK	SALARY	17	42,030 ×
(CONTINUE		1	84,000	18	41,940
		2	82,976 ×	19	40,656
14	40,400 ×	3	81,030 ×	20	40,401 ×
15	39,360 ×	4	73,400 ×	21	34,528 ×
16	38,207			22	34,422 ×
17	37,900	5	73,368 ×	23	34,390
18	37,544 ×	6	70,980 ×	24 24	33,887
19	37,262	7	68,172 ×		30,660 ×
20	36,736	8	67,521 ×	25	30,000 ×
21	36,541 ×	9	65,050 ×	ALIEDAGE BY	F0 01/
22	35,772	10	64,954 ×	AVERAGE "X"	50,216
23	34,155	11	64,656 ×		/A =A-
24	32,445 ×	12	62,800 ×	AVERAGE, ALL	49,592
25	30,900 ×	13	61,466 ×		
26	28,964 ×	14	60,302 ×		IONS OFFICERS:
		15	60,248		FOR INSTITU-
AVERAGE "X"	45,536	16	60,050 ×	TIONAL ADV	ANCEMENT
		_7	59,085 ×		
AVERAGE ALL	44,621	18	58,972	RANK	SALARY
	•	19	58,748 ×	1	110,000 × .
OPERATIONS	OFFICERS:	20	58,541	2	108,070 ×
DIRECTOR		21	58,440	3	108,048 ×
	S PLANNING	22	54,075	4	106,000 ×
· MOILIIIL	J I EMILIA	23	45,800	5	100,000 ×
RANK	SALARY	24	45,700	6	96,000 ×
1	102,921 ×	_ -	42,100	7	93,717 ×
	72,775 ×	AVERAGE **	er 67,160	8	90,125
2		WATUMOT	07,100	9	90,000 ×
3	72,000 ×	AMEDACE A	LL 64,181	10	89,088
4	70,498 ×	AVERAGE A	LL 04,101	11	88,369 ×
5	68,000	005047701	e effective	12	86,000 ×
6	67,440		S OFFICERS:		80,900
7	66,600 ×		R OF PUBLIC	13	74,000
8	66,117 ×	SAFETY	(CAMPUS POLICE)	14	
9	65,000 ×			15	65,400 ×
10	62,064 ×	RANK	SALARY	16	(60,700)
11	61,200 ×	1	81,133 ×		AP /AA
12	60,840	2	69,300 ×	AVERAGE "X"	95,600
13	60,560 ×	3	65,835		
14	54,203	4	63,071	AVERAGE ALL	90,401
15	44,220 ×	5	62,006 ×	•	
16	41,140	6	59,504 ×		TIONS OFFICERS:
17	37,350	7	57,493 ×	VICE PRES	IDENT FOR PUBLIC
18	30,052 ×	8	55,550	RELATIONS	/INFORMATION
		9	55,499 ×		
AVERAGE ***	4 64,501	10	51,430 ×	rank	SALARY
	·	11	50,800	1	(92,037) *
AVERAGE AL	L 61,277	12	49,004 ×	2	90,000 ×
HAPINAR UP	,=	13	47,964 ×	3	88,330 ×
			. •		

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PHRI TO PELAT	IONS OFFICERS:	RANK	SALARY	RANK	SALARY
	DENT FOR PUBLIC	3	76,143 ×	19	43,990
	INFORMATION	4	74,081	20	35,920
	2111 0111 2011	5	71,000 ×		
RANK	SALARY	6	68,251	AVERAGE "*	71,930
(CONTINUE		7	62,976 ×	777	, , , , , ,
4	77,050	8	55,000 ×	AVERAGE AL	L 65,660
5	61,234 ×	•	33,000 4	AVENHOL HE	L 03,000
	(60,700)	AVERAGE "X"	74,118	PURLTO REL	ATIONS OFFICERS:
7	49,560	ATENADE A	74,110		OF ALUMNI
•	47,500	AVERAGE ALL	73,380	SERVICES	
AVERAGE "X"	82,900	MATIVACE VET	70,000	JERVIOLD	
HATINHOT V	02,700	PURL TO PELA	TIONS OFFICERS:	RANK	SALARY
AVERAGE ALL	74,130	VICE PRES		1	108,760 ×
MATIVADE MET	74)100	DEVELOPME		2	93,000
PURITO PELAT	TIONS OFFICERS:	DEVELOT THE	* 1	3	(92,000)×
DIRECTOR O		RANK	SALARY	4	88,330 ×
	INFORMATION	. 1	121,200 ×	5	70,554
KELMITONSA	THI OKEMITON	2	114,300 ×	6	66,300 ×
RANK	SALARY	3	109,500 ×	7	65,315 ×
1	94,999 ×	3 4	93,045 ×	, 8 ₋	64,086 ×
	75,667 ×	5	90,551	9	62,728 ×
2 3	75,300 ×	6	90,551 81,454	10	60,950 ×
4	79,300 × 74,400 ×	7	73,950 ×	11	60,606 ×
5	-	,	73,730 ×	12	
6	74,250 × 64,003 ×	AVEDACE WYN	102 700	13	58,580 × 56,429
7	59,666 ×	AVERAGE "X"	102,399	13 14	49,008
8	57,061 ×	AVERAGE ALL	97,714	15	47,454 ×
9		AVERAGE ALL	7/,/14	16	46,872 ×
10	56,925 54,047	DUDITO DELA	TIONS OFFICERS:	17	45,510 ×
11	56,043		OF DEVELOPMENT	18	(45,000)
	55,550 ×	DIKECIOK	OL DEAFFOLHEM!	19	44,762 ×
12 13	54,870 ×			20	
14	54,600 ¥	RANK	SALARY	20 21	42,457 * 39,512
15	54,590 53,124 *	RANK 1	104,700 ×	22	38,386
16	-	2	(92,000)×	23	30,690
17	50,067	3	88,500 ×	23 24	=
	49,848 × 44,940		87,125	24	29,795 ×
18		4 5	86,500 ×	AVERAGE **	en 61,532
19	39,792 30,338	6	85,000 ×	MAEKAGE	61,532
20	39,228	7	79,671 ×	AVERAGE AI	LL 58 ,629
AVERAGE "X"	64 ,8 72	8	65,044 ×	AVERAGE AL	LL 30,029
AVERAGE "X"	04,072	9	64,923 ×	פוושו דר פבו	LATIONS OFFICERS:
AVERAGE ALL	En 264	10	63,160		R OF COOPERATIVE
AVERAGE ALL	59,246	11			
DUDI TO DELA	TIONE OFFICEDS		62,708 ×	EXTENSI	UN
	TIONS OFFICERS:	12	62,025 ×	D4144	0.41.4794
	OF LEGISLATIVE	13	53,560	RANK	SALARY
RELATIONS		14	52,107 ×	1	117,400 ×
DANE	CALADY	15	49,357	2	108,000 ×
RANK	SALARY	16	47,250 ¥	3	101,200 ×
1	(92,037)×	17	(45,000)	4	94,300 ×
2	87,549 ×	1 8	44,665 ×	5	79,800 ×

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PUBLIC RELATIONS OFFICERS: DIRECTOR OF COOPERATIVE EXTENSION		RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)		DEANS: ARCHITECTURE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTIN	UED)	1	92,577 ×	1	110,000 ×
6	57,751	2	85,194 ×	2	100,000
7	37,869	3	80,000 ×	3	95,300 ×
		4	76,884 ×	4	82,400 ×
AVERAGE "*	" 100,140	5	74,970 ×	5	82,000 ¥
		6	68,680 ×	6	80,889 ×
AVERAGE AL	L 85,189	7	67,596 ×	7	69,316 ×
		· 8	67,412		
RESEARCH 0	FFICERS:	9	66,117 ×	AVERAGE "X"	86,651
VICE PRE	SIDENT FOR	10	65,000 ×		
RESEARCH	!	11	64,200	AVERAGE ALL	88,558
		12	61,381		
RANK	SALARY	13	56,806	DEANS:	
1	120,000 ×	14	55,682 ×	ARTS AND S	CIENCES
2	110,469 ×	15	54,832		
3	108,600 ×	16	50,300 ×		
, 4	107,200 ×	17	47,348 ×	RANK	SALARY
5	106,100 ×	18	45,000	1	145,800 ×
6	106,080	19	40,550	2	140,000 ×
7	105,000 ×			3	113,500 ×
8	102,370 ×	AVERAGE "X"	69,196	4	112,500 ×
9	99,246 ×			5	110,000
10	99,200	AVERAGE ALI	_ 64,238	6	109,400 ×
11	94,200 ×			7	102,515 ×
12	89,088	DEANS:		8	101,800
13	79,143 ×	AGRICULT	JRE	9	93,000 ×
14	78,976			10	91,670
				11	87,600 ×
AVERAGE "	×" 103,233	RANK	SALARY	12	84,243 ×
		1	125,387 ×	13	84,069 ×
AVERAGE A	LL 100,405	2	112,000 *	14	72,460
		3	109,650 ×	15	70,176
RESEARCH		4	97,800 ×	AMEDIAGE WY	107 0/7
	ES FOR RESEARCH	5	93,200 ×	AVERAGE "X"	107,263
and Gra	DUATE DEAN	6	84,330 ×	AUCDACE ALL	101 260
		7	79,143 ×	AVERAGE ALL	101,249
RANK	SALARY	8	(68,156)	DEANS:	
1	127,000	AUEDAGE #X	# 100 217		MANAGEMENT
2	(114,480)×	AVERAGE ***	* 100,216	DO214E32	PHARGEREN
3	105,000 ×	AMEDACE AL	1 06 200		
4	87,990 ×	AVERAGE AL	L 96,208	· RANK	SALARY
AVEDACE "	003 COT 10d			1	154,500 ×
AVERAGE "	™ 102,490			2	150,900 ×
AVERAGE A	LL 108,618			3	140,000 ×
AVERAGE A	NET 100,010			4	127,685 ×
				5	117,645 ×
				•	, , + 15 ~

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DEANS:		RANK S	SALARY	RANK S	SALARY
BUSINESS MANAGEMENT		(CO)	NTINUED)	7	117,300 ×
				8	115,000 ×
		AVERAGE "X"	72,796	9	113,000
RANK	SALARY			10	112,358 ×
(CONTI	NUED)	AVERAGE ALL	72,469	11	111,400 ×
6	114,527 ×			12	110,000
7	111,000	DEANS:		13	107,302 ×
8	110,000 ×	EDUCATION		14	105,040 ×
9	110,000 ×			15	97,000
10	107,634 ×			16	95,549 ×
11	107,000 ×	RANK	SALARY	17	92,300 ×
12	105,174 ×	1	112,305 ×	18	89,668
13	105,000 ×	2	102,856 ×	19	88,000 ×
14	102,500 ×	3	102,500 ×	20	84,338 ×
15	101,000 ×	4	101,900 ×	21	70,040
16	92,700 ×	5	101,500 ×		,
17	91,284	6	101,454 ×	AVERAGE "X"	112,969
18	91,000 ×	7	100,000 ×		
19	90,640	8	95,000	AVERAGE ALL	111,393
20	84,200 ×	9.	95,000		===,0,0
21	80,608	10	94,500 ×	DEANS:	
22	79,100	11	92,111 ×	FINE ARTS	
23	76,670	12	88,900 ×	, 2112 , 44110,	
	,	13	88,05.		
AVERAGE "	¥™ 110,660	14	88,000 ×	RANK	SALARY
770-1010-1	110,000	15	84,000 ×	1	105,000 ×
AVERAGE A	LL 106,555	16	82,820 ×	2	88,000 ×
AVEIGNOE A		17	82,400 ×	3	85,344
DEANS:		18	81,500	4	82,150 ×
	ING EDUCATION	19	79,725 ×	5	72,113 ×
00/// 2//0	1110 11000111011	20	79,401	•	72,110 ~
		21	72,532	AVERAGE ***	86,816
RANK	SALARY	22	72,460 ×	MATUMOT V	00,010
1	123,000	23	67,817	AVERAGE ALL	86,521
2	90,900 ×	24	65,660	MAEKWOE MEE	00,521
3	80,415 ×	24	05,000	DEANS:	
4	80,000 ×	AVERAGE "X"	92,964		
5	79,900	MAEKHOE ~	72,704	FORESTRY	
6	73,792	AVERAGE ALL	88,850		
7	73,500 ×	AVEIONOE ALL	٥٠٥٥٥	RANK	SALARY
8	72,100	DEANS:		1	106,800 ×
9	71,737 ×	ENGINEERIN	ic .	2	92,100 ×
10	71,737 × 71,734 ×	CHOINCERIN	N	3	82,700 ×
11	71,734 × 71,223 ×			4	80,226 ×
12	(71,200)	RANK	SALARY	5	68,250 ×
13	66,650		168,000 ×	3	80,230 ×
14	64,800 ×	1 2	165,000 ×	AVERAGE ***	0/ A1E
15		3		MAEKWOEX.	86,015
16	64,690 × 58,959 ×	3 4	135,000 ×	AVERAGE ALL	o/ 015
17		5	121,954 ×	AVERAGE ALL	86,015
	48,556 41,380	6	121,000 ×		
18	41,280	ð	120,000 ×		

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DEANS:		DEANS:		DEANS:	
GRADUATE		HUMANITIES		LIBERAL ARTS	
	· -				
RANK	SALARY	RANK	SALARY	RANK	SALARY
	(114,480)*	1	104,853 ×	1	96,796 ×
1	108,088 ×	2	102,800 ×	2	92,300 ×
2		3	94,379 ×	3	89,500 ×
3	102,964 *	3 4	85,000	4	88,056
4	100,000 ×	*	65,000	5	85,300 ×
.5	100,000 ×	AVEDACE HVII	100 (77	6	78,409 ×
6	91,700 ×	AVERAGE "X"	100,677	7	75,000
7	90,300 ×	AVEDAGE ALL	0/ 750	, 8	73,925
8	89,600	AVERAGE ALL	96,758	0	13,723
9	88,000 ×	25410		AVEDACE RIXH	88,461
10	80,800 ×	DEANS:		AVERAGE "X"	00,401
11	80,700 ★	JOURNALISM		ALIENA AND ALL	04 011
12	78,650 ¥	COMMUNICAT	TION	AVERAGE ALL	84,911
13	78,614 ×				
14	76,320	RANK	SALARY	DEANS:	
15	74,450 ×	1	108,700 ×	LIBRARY SC	IENCE
16	73,452	2	102,000 ×		
17	72,255	3	96,900 ×		
18	72,000	4	94,000 ×	RANK	SALARY
19	(71,200)	5	91,120 ×	1	104,300 ×
20	57,200	6	81,150 ×	2	92,100 ×
		7	80,800 ×	3	90,000 ×
AVERAGE	m×m 91,442	8	66,600	4	82,819 ×
	•			5	73,731 ×
AVERAGE	ALL 85,039	AVERAGE "X"	93,524	6	72,553 ×
		4450405 411	00 150	AVEDACE MOR	85,917
DEANS:		AVERAGE ALL	90,159	AVERAGE "X"	03,717
HOME E	ECONOMICS			AVEDAGE ALL	05 017
		DEANS:		AVERAGE ALL	85,917
		LAW		254110	
RANK	SALARY			DEANS:	
1	97,500 ×			SCIENCE	
2	92,684 ×	RANK	SALARY		
3	86,690 ×	· 1	145,000 *		
4	82,500 ×	2	140,000 ×	RANK	SALARY
5	79,285 ×	3	126,499 ×	1	113,252 ×
6	76,550 ×	4	123,082 ×	2	113,000
7	(68,156)	5	122,900	3	(107,805)*
		6	120,817 ×	4	104,140 ¥
AVERAGE	*** 85,868	7	112,500 ×	5	92,000
		8	107,415 ×	6	91,284
AVERAGE	ALL 83,338	9	106,528 ×	7	89,800 ×
		10	102,960 ×	8	66, 48 0
		11	101,700 ×		
				AVERAGE "X"	103,749
		AVERAGE "X	" 118,650		
			•	AVERAGE ALL	97,220
		AVERAGE AL	L 119,036		-
			-		

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DEANS:		RANK	SALARY	MEDICAL DEANS	S:
SOCIAL AND	BEHAV-	2	140,000 ×	NURSING	
IORAL SCIE	ENCES	3	128,454 ×		
		4	120,000 ×		
RANK	SALARY	5	107,494 ×	rank	SALARY
1	103,625 ×			1	135,354 ×
2	102,922 ×	AVERAGE "X"	127,590	2	112,350 ×
3	85,000			3	105,000 ×
		AVERAGE ALL	127,590	4	102,121 ×
AVERAGE "X"	103,274			5	95,000 ×
		MEDICAL DEAN	IS:	6	90,000 ×
AVERAGE ALL	97,182	HEALTH SCI	/HEALTH PRO-	7	89,760 ×
	-	FESSIONS/A	LLIED HEALTH	8	88,960
DEANS:				9	85,668 ×
SOCIAL WOR	RK	RANK	SALARY	10	83,950 ×
		1	138,050 ×	11	82,820 ×
		2	108,400	12	81,750 ×
RANK	SALARY	3	108,000 ×	13	76,300 ×
1	120,000 ×	4	97,147 ×	14	73,000 ×
2	91,495 ×	5	92,224 ×	15	70,000 ×
3	85,815 ×	6	86,160	16	67,600
4	85,725 ×	7	83,491	17	63,036
5	84,350 ×	8	67,500	4 '	00,000
6	76,730 ×	•	0.,500	AVERAGE "X"	91,648
•	10,700 11	AVERAGE "X"	108,855	NVEIN NO.	72,010
AVERAGE "*"	90,686	MULINOL A	100,033	AVERAGE ALL	88,392
777 2.117 10 2	,0,000	AVERAGE ALL	97,622	AVENAGE ALL	55,572
AVERAGE ALL	90,686	MALINION MED	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	MEDICAL DEAN	is:
777217702 7722	,0,000	MEDICAL DEAL	N S •	PHARMACY	
DEANS:		MEDICINE			
UNDERGRADI	UATE				
STUDIES				RANK	SALARY
0.02220		RANK	SALARY	1	128,912 ×
RANK	SALARY	1	231,750 ×	2	120,000 *
1	92,482 ×	2	195,821 ×	3	114,000 ×
2	91,500 ×	3	185,000 ×	4	91,854 ×
3	88,325 ×	4	182,750 ×	5	82,648 ×
4	82,500	5	(163,611)*	•	GE,040 ^
5	79,550 ×	6	143,364 ×	AVERAGE "X"	483, 107
6	78, 10 ×	7	126,080	MATINION X	107,400
7	74,6 3	8	120,000	AVERAGE ALL	107,483
•	. 77,0 1	9	117,212 ×	MAEKHOL WILL	107,403
AVERAGE "X"	85,991	7	117,212 ×	MEDICAL DEAM	ie.
MAEKWOEX	63,771	AVERAGE "X"	174,215		
AVEDACE ALL	83,780	AVERAGE "X"	174,215	PUBLIC HEA	ALIF
AVERAGE ALL	03,700	AVEDACE ALL	1/2 9/7		
MEDICAL BEA	NC	AVERAGE ALL	162,843	DANK	CALACY
MEDICAL DEA				RANK	SALARY
DENTISTRY				1	139,000 ×
				2	137,602 ×
DANK	0.41.459/			3	92,775 ×
RANK	SALARY				
1	142,000 ×				

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. MEDICAL DEANS:
PUBLIC HEALTH

(CONTINUED)

AVERAGE "*" 123,126

AVERAGE ALL 123,126

MEDICAL DEANS: VETERINARY

MEDICINE

rank	SALARY	
1	138,000	¥
2	104,900	¥
3	97,639	¥
4	92,200	¥
5	86,746	×
AVERAGE ***	103.89	7

AVERAGE ALL 103,897

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE STATE-SUPPORTED UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-seven participating universities from this region are as follows:

BALL STATE UNIVERSITY *BOWLING GREEN STATE UNIVERSITY CLEVELAND STATE UNIVERSITY INDIANA STATE UNIVERSITY INDIANA UNIVERSITY-PURDUE UNIVERSITY AT INDIANAPOLIS INDIANA UNIVERSITY - BLOOMINGTON ILLINOIS STATE UNIVERSITY *KENT STATE UNIVERSITY *MIAMI UNIVERSITY MICHIGAN TECHNOLOGICAL UNIVERSITY NORTHERN ILLINOIS UNIVERSITY OAKLAND UNIVERSITY *OHIO STATE UNIVERSITY *OHIO UNIVERSITY *SOUTHERN ILLINOIS UNIVERSITY - CARBONDALE SOUTHERN ILLINOIS UNIVERSITY - EDWARDSVILLE UNIVERSITY OF AKRON *UNIVERSITY OF CINCINNATI *UNIVERSITY OF ILLINOIS - CHICAGO *UNIVERSITY OF ILLINOIS - URBANA-CHAMPAIGN *UNIVERSITY OF MICHIGAN WESTERN MICHIGAN UNIVERSITY *UNIVERSITY OF MINNESOTA *UNIVERSITY OF WISCONSIN - MADISON *UNIVERSITY OF WISCONSIN - MILWAUKEE *UNIVERSITY OF TOLEDO *WRIGHT STATE UNIVERSITY

University of Arkansas Office of Institutional Research Rank-Order Distribution of Administrative Salaries 1992-93



ADMINISTRATIVE OFFICERS: PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES		ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT		RANK SALARY (CONTINUED)	
J	O-1 1 0 0 2 5			AVERAGE "X"	127,757
RANK .	SALARY	RANK	SALARY		
1	194,564 ×	1	94,444 ×	AVERAGE ALL	127,757
2	160,476 ×	2	92,900 ×		
3	155,800 ×	3	83,000	ADMINISTRATI	VE OFFICERS:
4	152,300 ×	4	81,600	VICE PRESI	
5	141,156 ×	5	74,000		N MANAGEMENT
6	132,000 ×	_	,		
7	129,000 ×	AVERAGE "X"	93,672	RANK	SALARY
8	129,000 ×		• • • • • • • • • • • • • • • • • • • •	1	158,900 ×
9	125,004 ×	AVERAGE ALL	85,189	2	111,279 ×
_			•	3	86,448
AVERAGE "*	146,589	ADM INISTRATI	VE OFFICERS:	4	63,348 ×
7	- 11,020	ASSISTANT			,
AVERAGE AL	L 146,589	PRESIDENT		AVERAGE "*	111,176
ADMINISTRA	TIVE OFFICERS:	RANK	SALARY	AVERAGE ALL	104,994
	T OF A SINGLE	1	85,000 ×		· · • - · ·
UNIT INS		2	82,300	ADMINISTRATI	VE OFFICERS:
		3	81,420		F COMPUTING
RANK	SALARY	4	81,200 ×	SERVICES	
1	180,385 ×	5	81,004		
2	159,000	6	80,160 ×	RANK	SALARY
3	152,000	7	80,000 ×	1	115,000 ×
4	148,600 ×	8	79,692	2	99,120 ×
5	141,652	9	77,735 ×	3	94,582
6	141,133	10	77,110 ×	4	90,000 ×
7	138,629 ×	11	64,000 ×	5	88,200 ×
8	138,600	12	61,668	6	87,528
9	138,600 ×	13	57,120 ×	7	86,552 ×
10	135,000	14	49,198 ×	8	84,000 ×
11	132,600	15	45,594	9	83,160 ×
12	132,000	16	43,608	10	81,625 ×
13	124,812			11	77,622
14	120,300 ×	AVERAGE "X"	72,391	12	76,500
15	120,000			13	75,594
16	115,000 ×	AVERAGE ALL	70,426	14	75,300 ×
17	112,212 ×			15	75,240 ×
18	112,116	ADM INISTRAT	IVE OFFICERS:	16	73,984
19	112,116	VICE PRES	IDENT FOR	17	69,242 ×
		HEALTH		18	69,0 8 4 ×
AVERAGE **	× ^m 136,247			19	68,791
		RANK	SALARY	- 20	65,000
AVERAGE A	LL 134,461	1	171,770 ×	- 21	59,040
		2	112,500 ×	22	57,800
		3	99,000 ×	•	
				AVERAGE ***	84,710
				AVERAGE ALL	79,680

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ADMINISTRATI	/E OFFICERS:	RANK	SALARY	RANK	SALARY
DIRECTOR O	F	14	50,600	8	114,348 ×
AFFIRMATIV	E ACTION	15	49,212	9	(112,000)
		16	48,336	10	112,000 ×
rank	SALARY	17	47,300 ×	11	107,604
1	80,600 ×	18	46,716	12	103,000 ×
2	75,500 ×	19	45,309	13	(100,643)
3	74,071 ×	20	36,375	14	98,187 ×
4	71,000 ×		•	15	97,537 ×
5	68,000	AVERAGE "X"	61,459	16	93,072
6	66,950 ×			17	89,400
7	66,450 ×	AVERAGE ALL	58,165	1 8	88,500
8	64,824	710 - 1010 - 1122	55,255	19	85,433
9	62,400	ADMINISTRAT	IVE OFFICERS:		05,400
10	61,500 ×	LEGAL COU		AVERAGE ***	121,927
11	60,600	LLONE GOO	NJLL	HVENHOL X	161,76
12	59,904 ×			AVERAGE ALL	113,154
13	59,621	RANK	SALARY	NATIVNOT UTT	113,154
	58,500 ×			ACADEMIC OF	ETCEDE .
14	-	1	112,590 ×		FICERS:
15	57,071 ×	2	112,000 ×	PROVOST	
16	56,763 ×	3.	98,280 ×		
17	56,364	4	94,000 ×	24144	
18	55,000 ×	5	94,000 ×	RANK .	SALARY
19	54,264	6	89,252 ×	1	150,303 ×
20	54,060	7	86,316	2	126,000 ×
21	51,450	8	80,436	3	125,000
22	47,000	9	75,609	4	(112,000)
23	46,410	10	74,700 ×	5	110,000 ×
24	43,021	11	70,686	6	110,000 ×
		12	70,380 ×	7	110,000
AVERAGE "X"	65,276	13	65,000 ×	8	104,430
		14	62,634 *	9	(100,643)
AVERAGE ALL	60,472	15	60,215 ×		
		16	57,400	AVERAGE "X"	124,076
ADMINISTRAT:	IVE OFFICERS:	17	50,720		
DIRECTOR (OF INSTITU-			AVERAGE ALL	116,486
TIONAL RES		AVERAGE "X"	84,823		•
			•	ACADEMIC OF	FICERS:
RANK	SALARY	AVERAGE ALI	. 79,660	DIRECTOR	
1	90,000		•	LIBRARIES	
2	. 76,000 ×	ACADEMIC OF	FICERS:		
3	71,208		SIDENT FOR	rank	SALARY
4	65,940	ACADEMIC		1	127,500 ×
5	65,216 ×		***************************************	2	115,500 ×
6	.61,743 ×	RANK	SALARY	3	112,000 ×
7	61,700 ×	1	176,185 ×	4	106,470 ×
8	61,620 ×	2	142,008 ×	5	105,828 ×
9	61,152 ×	3	134,000	6	103,520 ×
10	61,192 × 61,100 ×	4	126,000 ×	7	93,720 ¥
		4 5			
11 12	57,298 ×	6	125,000 ¥	8	93,472 *
	54,343 F2 129	6 7	125,000 ×	9	91,800 *
13	52,128	′	120,000	10	90,000 ×

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ACADEMIC OFFI	CERS:	RANK	SALARY	RANK	SALARY
DIRECTOR OF		21	(72,000)	11	58,980 ×
LIBRARIES		22	63,944 ×	12	58,525 ×
CIBINALLS				13	56,175
RANK	SALARY	AVERAGE 1	n×n 103,912	14	54,980
(CONTINUE)		***************************************	233,732	15	50,400 ×
11	90,000 ×	AVERAGE	ALL 97,512	16	46,733
12	86,400 ×			17	43,167 ×
13	84,600	BUSINESS	/FISCAL OFFICERS:	18	42,024
14	84,492 ×	CONTRO		19	41,985
15	83,828 ×	•			
16	83,496 ×			AVERAGE "X"	71,578
17	82,248	RANK	SALARY		-
18	80,305	1	124,000 ×	AVERAGE ALL	64,681
19	78,529	2	93,500 ×		•
20	78,108	3	83,868 ×	BUSINESS/FI	SCAL OFFICERS:
21	78,000 ×	4	81,432	BUSINESS	
22	77,234	5	81,024 ×		
23	76,500	6	(76,803)×		
24	74,000	7	74,500	RANK	SALARY
25	72,000	8	72,400 ×	1	86,233
26	62,512	9	(72,000)	2	77,300 ×
20		10	70,278	3	(76,803)×
AVERAGE ***	96,167	11	69,999 ×	. 4	41,067
MATUMOT ~	70,107	12	68,800	5	39,906
AVERAGE ALL	88,925	13	64,824 ×	6	31,045 *
MILIMOL ALL	00,723	14	64,572	•	02,012
BUSINESS/FISCAL OFFICERS:		15	62,670	AVERAGE "X"	61,716
VICE PRESIDENT FOR		16	58,968 ×		
BUSINESS	DEM TON	17	58,700	AVERAGE ALL	58,726
D 03111233		18	57,660		
RANK	SALARY	19	56,060	BUSINESS/FI	SCAL OFFICERS:
1	166,121 ×		22,000	DIRECTOR	OF PURCHASING
2	130,008 ×	AVERAGE	™×™ 80,598		
3	125,000 ×	***********	31,212		
4	110,635 ×	AVERAGE	ALL 73,266	RANK	SALARY
5	104,100 ×	***************************************	,	1	79,660 ×
6	101,300	BUSINES	S/FISCAL OFFICERS:	2	72,400 ×
7	100,300 ×		URER OR BURSAR	3	69,732 ×
8	100,100 ×			4	67,120 ×
. 9	95,436			5	65,400 ×
10	95,000 ×	RANK	SALARY	6	64,199 ×
11	94,500	1	100,000 ×	7	60,000 ×
12	94,146	2	98,748 ×	8	59,755
13	92,004 ×	3	91,837 ×	9	59,160
14	90,600 ×	4	89,000 ×	10	54,300
15	90,300	5	(72,000)	11	52,944 ¥
16	89,005 ×	6	69,944 ×	12	52,800 ×
17	84,996	7	65,688	13	51,540
18	84,045 ×	8	64,800 ×	14	51,048 ×
19	82,000	9	62,000	15	50,124
20	79,718	10	61,958 ×	16	50,000 ×
	,		,		

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BUSINESS/FIS	CAL OFFICERS:	BUSINESS/FIS	CAL OFFICERS:	RANK	SALARY
DIRECTOR OF PURCHASING		BUDGET OFFICER		17	36,200 ¥
				18	35,429
				19	35,422
RANK	SALARY	RANK	SALARY	20	35,306 ×
(CONTINUE		1	118,000	21	34,496 ×
17	48,340	2	100,000 ×	22	33,765
18	48,246	3	91,425	23	32,300 ×
19	47,292 ×	4	83,076 ×		02,000
20	45,250 ×	5	74,000	AVERAGE "X"	47.715
21	45,055 *	6	72,612 ×		
22	43,563	7	69,050	AVERAGE ALL	45,357
23	40,529	8	67,400 ×	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,
24	40,147 ×	9	65,520 ×	BUSINESS/FIS	SCAL OFFICERS:
25	39,000	10	63,562 ×		OF PERSONNEL
26	38,080	11	61,128		
	,	12	61,089		
AVERAGE "X"	57,536	13	57,996	RANK	SALARY
717217102	3.,200	14	56,004	1	150,000 ×
AVERAGE ALL	53,680	15	54,672	2	104,500 ×
HVEIWIGE HEE	30,000	16	53,000 ×	3	80,600 ×
RUSTNESS/FTS	CAL DEFICERS.	17	49,900 ×	4	79,800 ×
BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR		18	45,075	5	79,163
THE CHARGE	TODITOR	19	43,444 ×	6	78,791 ×
		20	43,353 ×	7	76,803 ×
RANK	SALARY	21	28,227	8	(75,480)
1	78,500 ×	21	20,227	9	74,900
2	68,988 ×	AVERAGE TEM	64,187	10	74,374 ×
3	63,000 ×	MARKHOE V	04,107	11	72,200
4	61,140	AVERAGE ALL	64,692	12	71,000
5	59,640 ×	MAEKHOE HEL	04,072	13	68,328
6	59,106 ×	DISTNESS /ET	SCAL OFFICERS:	14	65,520 ×
7	55,464		OF PAYROLL	15	62,759 ×
8	54,288 ×	DIRECTOR	JE FATRULL	16	61,860
9	53,626 ×			17	61,200
10	53,329 ×	RANK	SALARY	18	59,944 ×
11	52,930	1	70,980 ×	19	58,989 ×
12	48,045	2	65,004 ×	20	58,500
13	47,100	3	64,199 ×	21	58,200
14	44,500 ×	4	55,906 ×	22	57,000 ×
15	. 42,024	5	53,160 ×	23	56,000 ×
16	42,015	6	52,393	24	54,936 ×
17	41,348 ×	7		25	44,773
18	40,000 ×	8	50,880 48,488	. 25	44,773
19				AVERAGE "X"	75 715
	.36,750 × 35,306 ×	9	45,192 *	AVERAGE	75,715
20		10	44,823	AVEDACE ALL	71 605
21	34,900	11	43,820	AVERAGE ALL	71,425
AVEDAGE HVM	E2 0E2	12	42,26 8		
AVERAGE "X"	52,952	13	41,836 ×		
AVEDAGE A:	E1 0/0	14	41,712		
AVERAGE ALL	51,048	15	41,628		
		16	38,000 ×		

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STUDENT AFF	AIRS OFFICERS:	RANK	SALARY	RANK	SALARY
VICE PRES	IDENT FOR	16	55,000	18	57,165
STUDENT A	FFAIRS			19	54,600 ×
		AVERAGE "X"	74,856	20	48,300
RANK	SALARY			21	47,028
1	120,000 ×	AVERAGE ALL	72,308	22	42,738
2	110,000 ×		-	23	29,395
3	109,572 ×	STUDENT AFFA	IRS OFFICERS:		
4	105,000 ×		TERNATIONAL	AVERAGE "X"	69,377
5	102,192 ×	STUDENTS			
6	100,300 ×	0.052	,	AVERAGE ALL	64,849
7	99,576	RANK	SALARY		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
8	99,000	1	73,788 ×	STUDENT AFFA	IRS OFFICERS:
9	93,340 ×	2	69,944 ×	REGISTRAR	2.00 011242.00
10	88,300 ×	3	63,658 ×	KLOZJIKAK	
		4	62,712		
11	87,900 ¥	5		DANK	SALARY
12	85,944 ×		54,712 *	RANK	
13	84,996	6	50,291 ×	1	88,700
14	83,110	7	47,426	2	76,450 ×
15	80,074 *	8	45,480 ×	3	72,500 ×
16	79,000	9	41,600	4	71,815
17	78,666 ×	10	37,805 ×	5	70,700 ×
18	76,200	11	35,700 ×	6	66,696
19	(75,480)	12	31,187 ×	7	65,632 ×
20	66,600	13	27,253	8	64,792 *
21	63,119 ×			9	63,911
22	60,184	AVERAGE "X"	51,396	10	63,396 ×
				11	63,180 ×
AVERAGE "X"	94,185	AVERAGE ALL	49,350	12	63,000
				13	62,964 ×
AVERAGE ALI.	. 88,571	STUDENT AFF	AIRS OFFICERS:	14	61,634 ×
		DIRECTOR (OF ADMISSIONS	15	60,270 ¥
STUDENT AFF	AIRS OFFICERS:			16	60,000 ×
DEAN OF S				17	59,912 ×
AFFAIRS		RANK	SALARY	18	58,008
		1	96,700	19	58,000
RANK	SALARY	2	85,000 ×	20	54,480
1	89,208 ×	3	83,400 ×	21	53,753
2	86,120	4	77,909 ×	22	52,500 ×
3	85,000 ×	5	77,000 ×	23	50,004
4	81,450 ×	6	75,240 ×	24	49,115
5	78,163	7	71,205	25	38,466
6	77,550 ×	8	69,984	4.5	30,
7	73,100 ×	9	69,300 ×	AVERAGE "X"	64,148
8	72,657	10	68,900	WATIONE Y	04,110
9	72,200 ×	11	65,500	AVERAGE ALL	61,995
				AVENUE ALL	01,773
10	72,000	12	65,500 ¥		
11	68,511 ×	13	63,750 ×		
12	67,452 ×	14	62,180		
13	60,639	15	62,000 ×		
14	59,235 ×	16	60,112 ×		
15	58,650	17	58,710 ×		

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* = NASIJLGC



STUDENT AFF	AIRS OFFICERS:	RANK	SALARY	STUDENT AFFAI	RS OFFICERS:
DIRECTOR	OF FINANCIAL	13	56,271	DIRECTOR OF	CAREER
GIA		14	53,895	PLANNING &	PLACEMENT
-		15	52,131 ×		•
RANK	SALARY	16	50,531 ×	RANK	SALARY
1	81,500 ×	17	49,012	1	66,936 ×
2	75,744 ×	18	47,900	2	65,532
3	72,000	19	46,900 ×	3	62,747 ×
4	70,420 ×	20	46,000 ×	4	58,411
5	68,000	21	45,236	5	56,100 ×
6	65,238 ×	22	41,927 ×	6	54,250 ×
7	64,800 ×	23	41,374 ×	7	54,106
8	64,210	24	40,000 ×	8	53,456
9	61,540			9	53,000 ×
10	61,005	AVERAGE ">	er 62,326	10	51,805 ×
11	59,916 ×			11	51,163
12	59,846 ×	AVERAGE AL	L 60,411	12	50,844 ×
13	59,450 ×			13	50,144 ×
14	59,124 ¥	STUDENT AF	FAIRS OFFICERS:	14	47,772 ×
15	58,500 %	DIRECTOR	OF STUDENT	15	47,525 ×
16	57,948	HEALTH (ENTER	16 _	47,508
17	57,500			17	47,448 ×
18	55,377 ×	RANK	SALARY	18	46,308
19	54,659 ¥	1	175,000 ×	19	45,444
20	54,408	2	130,476 ×	20	45,156
21	54,125 ×	3	112,500 ×	21	44,440 ×
22	52,000 ×	4	102,291	22	43,076 ×
23	51,525	5	100,781 ×	23	37,700 ¥
24	42,167	6	100,026 ×	24	35,283
25	41,026	7	91,326 ×	25	32,607
		8	90,300		
AVERAGE "X	⁵⁰ 62,193	9	85,500 ×	AVERAGE "X"	50,985
		10	82,344		
AVERAGE AL	L 60,081	11	81,549 ×	AVERAGE ALL	49,950
		12	76,566 ×		
STUDENT AF	FAIRS OFFICERS:	13	74,830 ×	OPERATIONS O	FFICERS:
DIRECTOR	OF HOUSING	14	74,060	VICE PRESI	
		15	73,119	FACILITIES	•
		16	65,484		
RANK	SALARY	17	65,172 ×	rank	SALARY
1	. 103,464 ×	18	53,100 ×	1	105,000 ×
2	86,328 ×	19	41,621	2	96,765 ×
3	77,660 ×			3	80,000 ×
4	77,455 ×	AVERAGE "	¥™ 95,569	4	79,897 ×
5	.76,650			5	62,220 ×
6	75,050 ×	AVERAGE A	LL 88,213 ·		
7	70,380 ×			AVERAGE "X"	84,776
8	66,660				
9	63,365 ×			AVERAGE ALL	84,776
10	62,580				
11	61,263				
12	57,843				

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OPERATIONS (OFFICERS:	RANK		ALARY	RANK	SALARY
DIRECTOR ()F		(CON	TINUED)	5	87,360 ×
FACILITIES	PLANNING				6	86,000
		AVERAGE	n¥u	73,452	7	85,392
RANK	SALARY				8	83,200 ×
1	103,800 ×	AVERAGE	ALL	69,493	9	83,028
2	94,600 ×				10	82,776
3	88,107 ×	OPERATIO	NS OF	FICERS:	-	•
. 4	81,000 ×	DIRECT	OR OF	PUBLIC	AVERAGE 1	™X™ 93,480
5	78,984	SAFETY	(CAN	(PUS POLICE)		
6	74,900				AVERAGE	ALL 89,761
7	68,545	RANK		SALARY		
8	(66,048)	1		93,100 ×	PUBLIC R	ELATIONS OFFICERS:
9	65,900	2		85,000 ×		RESIDENT FOR PUBLIC
10	(63,267)	3		77,880 ×		ONS/INFORMATION
11	61,706 ×	4		67,457 ×		
12	61,200 ×	5		66,800	RANK	SALARY
13	55,235 ×	6		66,536 ×	1	105,107 ×
	-	7		66,336 ×	2	83,000 ×
14	51,350 ×	8		65.525 ×	3	78,200 ×
15	50,358			-	4	78,200 ×
	7/ /05	9		64,888 ×	5	75,300 ×
AVERAGE "X"	74,625	10		63,961 ×		73,000 ×
		11		63,600	6	-
AVERAGE ALL	71,000	12		59,021 ×	7	72,217 *
		13		58,376 ×	41150405	mar 61 177
OPERATIONS OFFICERS:		14		56,604	AVERAGE	mxm 81,137
DIRECTOR OF		15		56,384		
PHYSICAL	PLANT	16		55,828 ×	AVERAGE ALL 80,689	
		17		55,743		
RANK	SALARY	18		55,728		RELATIONS OFFICERS:
1	95,000 ×	19		55,100 ×		TOR OF PUBLIC
. 2	90,700 ×	20		54,162	RELAT:	IONS/INFORMATION
3	88,141 ×	21		51,738		
4	87,737 ×	22		48,242 ×	RANK	SALARY
5	76,000	23		48,216	1	119,431 ×
6	75,930 ×	24		46,143 ×	2	90,000 ×
7	75,500 ×	25		40,700	3	82,600 ¥
8	73,482	26		37,103	4	73,000
9	72,240 ×				5	67,300 ×
10	72,100 ×	AVERAGE	11X11	64,893	6	67,120 ×
11	70,838 ×				7	65,836
12	66,660	AVERAGE	ALL	60,007	8	60,3 3 6 ¥
13	(66,048)			•	9	60,000 ¥
14	65,000	PUBLIC	RELAT	TIONS OFFICERS:	10	. 59,779 ×
15	63,468	VICE	PRES	FOR INSTITU-	11	56,881 ×
16	(63,267)			VANCEMENT	12	54,840
17	60,660				13	53,900
18	57,655 ×	RANK		SALARY	14	53,532
19	57,000 ×	1		105,958 ×	15	50,082
20	56,681	2		97,400 ×	16	44,913 ×
21	56,148	3		96,500		• • • •
22	38,580 ×	4		90,000		
	- July -	₹		,,,,,,		

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PUBLIC RELAT	IONS OFFICERS:	RANK	SALARY	RANK	SALARY
DIRECTOR O		5 .	96,000 ×	19	38,472
	INFORMATION	6	95,400 ×	20	33,500
		7	93,600 ×		
(C0	NTINUED)	8	92,759	AVERAGE "X"	66,475
AVERAGE "*	70,836	AVERAGE "X	116,201	AVERAGE ALL	55,278
AVERAGE ALL	66,222	AVERAGE ALI	. 111,784		IONS OFFICERS: F COOPERATIVE
	IONS OFFICERS:	PUBLIC RELA	ATIONS OFFICERS:	EXTENSION	
VICE PRESI		DIRECTOR	OF DEVELOPMENT		
LEGISLATIV	E RELATIONS			RANK	SALARY
				1	117,914 ×
RANK	SALARY	RANK	SALARY	2	103,500 ×
1	123,354 ×	1	85,494 ×	3	102,900 ×
2	109,500	2	80,000 ×	4	65,700 ¥
3	93,829	3 .	70,411		
		4	66,500	AVERAGE "X"	97,504
AVERAGE "X"	123,354	5	62,500 ×		
		6.	52,188	AVERAGE ALL	97,504
AVERAGE ALL	108,894	7	50,300 ×		
		8 9	40,000	RESEARCH OFF	
	PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE		39,944 ×	VICE PRESIDENT FOR RESEARCH	
RELATIONS		AVERAGE "X	m 63,648		
			•	RANK	SALARY
RANK	SALARY	AVERAGE AL	L 60,815	1	150,000 ×
1	102,588 ×			2	126,131 ×
2	81,950 ×	PUBLIC REL	ATIONS OFFICERS:	3	101,000 ×
3	80,220	DIRECTOR	OF ALUMNI	4	81,500
4	65,000 ¥	SERVICES		5	79,294 ×
5	64,900 ×				
6	63,979 ×	RANK	SALARY	AVERAGE "X"	114,106
7	62,438	1	110,800 ×		
8	56,326 ×	2	90,735 ×	AVERAGE ALL	107,585
9	47,000 ×	3	75,740 ×		
10	40,449 ×	4	65,750	RESEARCH OF	FICERS:
		5	64,214 ×	VICE PRES	FOR RESEARCH
AVERAGE "X"	65,274	6	62,750 ×	and Gradu	ATE DEAN
		7	56,928 ×		
AVERAGE ALL	66,485	8	52,015	RANK	SALARY
		9	50,534	1	(130,000)*
PUBLIC RELA	TIONS OFFICERS:	10	50,167 ×	2	112,651 ×
VICE PRES	IDENT FOR	11	50,000	3	109,605 ×
DEVELOPME	NT	12	47,000 ×	4	(107,000)
		13	45,696	5	100,880 ×
RANK	SALARY	14	44,712	6	97 ,88 9 ×
1	157,198 ×	15	42,953	7	92,000 ×
2	130,008 ×	16	41,956	8	80,028
3	125,000 ×	17	41,700	9	75,000 ×
4	104,308	18	39,944 ×		

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RESEARCH OFFICERS: VICE PRES FOR RESEARCH AND GRADUATE DEAN		RANK SALARY (CONTINUED)		RANK SALARY (CONTINUED)	
AND GRADUA	IE DEAN	AVERAGE "X"	117,772	AVERAGE "X"	109,429
(CD	NTINUED)				
		AVERAGE ALL	117,772	AVERAGE ALL	105,829
AVERAGE "X"	102,575				
		DEANS:		DEANS:	
AVERAGE ALL 100,561		ARCHITECTURE		BUSINESS MANAGEMENT	
RESEARCH OFF	ICERS:				
DIRECTOR OF RESEARCH		RANK	SALARY	RANK	SALARY
(CONTRACTS & GRANTS)		1	110,176 ×	1	154,875 ×
		2	109,800 ×	2	152,000 *
rank	SALARY	3	106,000 ×	3	150,000 ×
1	130,008 ×	4	100,000 ×	4	150,000 ×
2	112,750 ×	5	97,965 ×	5	130,000 ×
3	100,663 ×	6	93,445 ×	6	127,489
4	75,020 ×	7	88,170	7	122,418 ×
5	74,938			8	120,000
6	73,900 ×	AVERAGE "X"	102,898	9	115,870 ×
7	73,740 ×		•	10	113,468 ×
8	68,417	AVERAGE ALL	100,794	11	111,350
9	66,696			12	108,528
10	65,750 ×	DEANS:		13	107,865 ×
11	62,557	ARTS AND	SCIENCES	14	102,429 ×
12	62,004			15	102,375 ×
13	60,203			16	100,500 *
14	57,744	RANK	SALARY	17	97,700 ×
15	56,850 ×	1	150,000	18	97,166
16	55,980	2	145,000 ×	19	96,526 ×
17	53,560 ×	3	132,500 ×	20	95,832
18	51,5 8 7 ×	4	120,000 ×	21	93,100
19	51,523	5	110,453 ×	22	90,984
20	50,900 ×	6	108,396 ×	23	87,720
21	45,956 ×	7	107,193	24	83,250
22	44,499	8	102,024 *	25	71,696
		9	101,199 ×	AUEDAGE HVM	101 165
AVERAGE "X"	74,224	10	100,700	AVERAGE "X"	121,145
		11	100,000	AVEDAGE ALL	111: 727
AVERAGE ALL	67,966	12	99,468	AVERAGE ALL	111,326
		13	98,547 ×	DEANS.	
DEANS:		14	97,300 ×	DEANS:	- EDUCATION
AGRICULTURE		15	95,000	CONTINUIN	S EDUCATION
		16	94,950 ×		
	0.41.4594	17	93,347 ×	DANK	SALARY
RANK	SALARY	18	90,000	RANK	3ALAKY 102,000 *
1	140,000 *	19	87,204 87,300	1	96,458 ×
2	128,508 ×	20	83,300	2 3	95,436 × 95,550
3	122,130 ×			3 4	89,886 ×
4	121,000 ×				88,700 ×
5	77,220 ×			5	90 ,/00 ×

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DEANS:		RANK	SALARY	DEANS:	
CONTINUING	EDUCATION	12	91,698 ×	FINE ARTS	
		13	91,164		
		14	89,900 ×		
RANK	SALARY	15	89,535 ×	RANK	SALARY
(CONTINUE		16	88,704	1	110,052 ×
. 6	87,192 ×	17	87,303 ×	2	109,100 ×
7	86,206 ×	18	86,340 ×	3	94,900 ×
8	81,032	19	85,000	4	94,050 ×
9	78,714 ×	20	81,886	5	90,000 ×
10	78,180	21	81,200	6	89,928
11	77,789	22	80,328 ×	7	89,628
12	73,644	23	75,480	8	88,900 ×
13	73,500 ×	24	73,752	9	85,000
14	71,889	25	73,137 ×	10	83,300
15	68,850			11	80,256
16	68,609 ×	AVERAGE "X"	96,358	12	77,888
17	66,675 ×				
		AVERAGE ALL	93,638	AVERAGE "X"	97,834
AVERAGE "X"	83,794				
		DEANS:		AVERAGE ALL	91,084
AVERAGE ALL	81,463	ENGINEERIN	NG		
				DEANS:	
DEANS:				GRADUATE	•
EARTH SCIE	INCES/	RANK	SALARY		
NATURAL RE	SOURCES	1	156,500 ×		
		2	156,500 ×	RANK	SALARY
rank	SALARY	3	155,004 ×	1	136,200 ×
1	116,000 ×	4	147,905 ×	2	130,000 ×
2	96,248 ×	5	141,750 ×	3	(130,000)×
3	92,808 ×	6	138,600 ×	4	114,024 ×
		7	125,000 ×	5	(107,000)
AVERAGE "X"	101,685	8	122,784	6	95,240 ×
		9	119,381	7	94,7 58 ×
AVERAGE ALL	101,685	10	116,347 ×	8	91,667
		11	111,125 ×	9	85,380
DEANS:		12	110,364	10	84,550 ×
EDUCATION		13	106,600	11	84,276 ×
		14	105,724 ×	12	81,396
		15	102,504 ×	13	80,303
rank	SALARY	16	102,421 ×	14	77,100
1	124,000	17	98 ,58 9	15	70,692
2	120,000 ×	18	97,5 38	16	64,700
3	118,7 38 ×	19	97,300	•	
4	115,000 ×	20	90,972	AVERAGE "X"	108,631
5	109,000 ×				
6	102,675 ×	AVERAGE "X"	129,948	AVERAGE ALL	95,455
7	100,000				-
8	94,605 ×	AVERAGE ALL	120,145		
9	94,400				
10	94,100 ×				
11	93,018 ×				

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TABLE II (CONTINUED) CHICAGO REGION

DEANS:		RANK	SALARY	RANK S	ALARY
HEALTH/PHY	'SICAL	8	133,164	(CON	TINUED)
EDUC/RECRE		9	129,944 ×		
		10	127,512 ×	AVERAGE "X"	105,732
RANK	SALARY	11	124,965		
1	89,040 ×	12	120,750 ×	AVERAGE ALL	109,424
2	81,599	13	100,524		
3	71,100			DEANS:	
4	65,085	AVERAGE "X"	142,074	SCIENCE	
•	•00,000				
AVERAGE "X"	89,040	AVERAGE ALL	139,001		
				RANK	SALARY
AVERAGE ALL	76,706	DEANS:		1	121,958
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		LIBERAL AR	RTS	2	107 688 ×
DEANS:				3	100,000 ×
HOME ECON	OMICS			4	98,800
		RANK	SALARY	5	90,742
		1	122,000 ×	6	89,160 ×
RANK	SALARY	2	96,994 ×		
1	120,000 ×	3	89,808 ×	AVERAGE "X"	98,949
2	112,633 ×	_			
3	103,124 ×	AVERAGE "X"	102,934	AVERAGE ALL	101,391
J	200,221	***************************************			
AVERAGE "X"	111,919	AVERAGE ALL	102,934	DEANS:	
AVERAGE "	,/-/	***************************************	,	SOCIAL WOR	Κ.
AVERAGE ALL	111,919	DEANS:			
AVERAGE HEE		LIBRARY S	CIENCE		
DEANS:				RANK	SALARY
JOURNALIS	M/			1	143,500 ×
COMMUNICA		RANK	SALARY	2	109,200 ×
		1	157,000 ×	3	107,944
RANK	SALARY	2	99,000	4	94,896 ×
1	98,000	3	90,000 ×	5	87,600 ×
2	95,000 ×	4	88,359 ×	6	87,000 ×
3	93,850 ×	5	71,585 ×	7	78,162 ×
J	,0,050 ···	_	,		
AVERAGE "X"	94,425	AVERAGE "X"	101,736	AVERAGE ***	100,060
AVERAGE ALL	95,617	AVERAGE ALL	101,189	AVERAGE ALL	101,186
DEANC		DEANS:		DEANS:	
DEANS: LAW	-	MUSIC			/ COLLEGE/
LAW		MOSIC		GENERAL C	
					
DANK	SALARY	RANK	SALARY	RANK	SALARY
RANK	171,800 ×	rank 1	120,500	1	99,750 ×
1	1/1,800 × 164,100 ×	2	119,300 ×	2	86,000 ×
2 3	156,768	3	115,094 ×	3	82,008 ×
3 4	155,000	3 4	82,803 ×	4	81,430 ×
4 5	145,000 ×	. →	UL,UUJ ^	5	69,299 ×
6				6	68,444
6 7	141,354 × 136,128 ×			7	65,86 8
1	130,140 ×			•	,

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				•	
DEANS:		RANK	SALARY	MEDICAL DEAN	S:
UNIVERSI	TY COLLEGE/	4	170,252 ×	PUBLIC HEA	LTH
GENERAL (COLLEGE	· 5	164,320 ×		
•		6	160,000 ×		-
RANK	SALARY	7	140,004 ×	RANK	SALARY
(CONTIN	UED)	8	138,960 ×	1	139,700 ×
8	52,006	9	138,253 ×	2	111,280 ×
	,	10	135,750 ×	3	100,037 ×
AVERAGE "*	" 83 ,697		105,150	•	100,037 ×
717 - 217 - 21	00,07.	AVERAGE "*"	171,920	AVERAGE ***	117 004
AVERAGE AL	L 75,601	AVENAGE X	171,720	AVERAGE "X"	117,006
	- 15,001	AVERAGE ALL	172,749	AVEDACE ALL	117 00/
MEDICAL DE	ANC.	MATIVACE WIT	1/2,/47	AVERAGE ALL	117,006
DENTISTR		MEDICAL DEAL	ıc		
DEMITSIK	Ţ	MEDICAL DEAN	12:	MEDICAL DEAN	
		NURSING		VETERINARY	
DANK	CALADY			MEDICINE	
RANK	SALARY				
1	144,500 ×	RANK	SALARY	rank	SALARY
2	132,565	1	136,200 ×	1	120,000 ×
3	124,000 ×	2	120,000	2	116,300 ×
4	120,000 ×	3	115,149 ×	3	115,176 ×
5	117,916 ×	4	113,600 ×	4	109,308 ×
6	99,588	5	113,518 ×		
		6	113,370 ×	AVERAGE ***	115,196
AVERAGE "X	126,604	7	110,832 ×	•	•
		8	88,400 ×	AVERAGE ALL	115,196
AVERAGE AL	L 123,095	9	87,602		222,273
		10	85,600 ×		
MEDICAL DE	ANS:	11	80,844		
HEALTH S	CI/HEALTH PRO-	12	79,150		
	/ALLIED HEALTH	13	72,866 ×		
			, , , , , , , , , , , , , , , , , , , ,		
rank	SALARY	AVERAGE "X"	105,504		
1	100,400	***************************************	203)301		
2	92,817 ×	AVERAGE ALL	101,318		
3	91,500 ×	HAFIANCE WEE	101,310		
4	88,343	MEDICAL DEAL	ve.		
5	85,400 ×	PHARMACY	13:		
6	82,175 ×	FINARMACT			
J	02,173 ×				
AVERAGE "X	SN 07 077	DANE	CA1 A594		
MAEKHOEX	973 , 87,973	RANK	SALARY		
AVEDACE AL	1 00 107	1	144,700 ×		
AVERAGE AL	L 90,106	2	121,224 ×		
1577041 25	4440	3	111,233 ×		
MEDICAL DE	-	4	104,975 ×		
MEDICINE		5	84,892 ×-		
		•			
		AVERAGE "X"	113,405		
RANK	SALARY				
1	257,737 ×	AVERAGE ALL	113,405		
2	242,000 ×		• •		
3	180,218				

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ADMINISTRATIVE SALARIES SURVEY 1992-93



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-two participating universities from this region are as follows:

EAST TEXAS STATE UNIVERSITY LAMAR UNIVERSITY - BEAUMONT LOUISIANA TECH UNIVERSITY *LSU AND A & M COLLEGE *NEW MEXICO STATE UNIVERSITY NORTHEAST LOUISIANA UNIVERSITY *OKLAHOMA STATE UNIVERSITY SAM HOUSTON STATE UNIVERSITY STEPHEN F. AUSTIN STATE UNIVERSITY TEXAS A & I UNIVERSITY *TEXAS A & M UNIVERSITY *TEXAS TECH UNIVERSITY TEXAS WOMAN'S UNIVERSITY UNIVERSITY OF TEXAS AT DALLAS *UNIVERSITY OF ARKANSAS *UNIVERSITY OF HOUSTON *UNIVERSITY OF NEW MEXICO *UNIVERSITY OF OKLAHOMA UNIVERSITY OF TEXAS AT ARLINGTON *UNIVERSITY OF TEXAS AT AUSTIN UNIVERSITY OF TEXAS AT EL PASO *UNIVERSITY OF NORTH TEXAS

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



	VE OFFICERS:	RANK	SALARY		SALARY 65,638
	OF A SYSTEM		(CONTINUED)	3 4	
OF MULTI-C	AMPUSES	ALIEDADE H	NM 117 070	4	53,448
2447	0.41.4794	AVERAGE "	¹ ¥ ¹¹ 114,978	AVERAGE "X"	88,715
RANK	SALARY	AVEDAGE A	UL 116 070	AVERAGE "X"	00,713
1	178,680 ×	AVERAGE A	ALL 114,978	AVERAGE ALL	74,129
2	152,880 ×	ADMINICIE	ATTUE OFFICER	AVERAGE ALL	74,129
3	141,500 ×		ATIVE OFFICERS:	ADMINITOTOATI	VE DEETCERS.
4	132,946		STRATIVE VICE	ADMINISTRATI	
A1/2040# 20/4	157 (07	PRESIDE	in i	SERVICES	F COMPUTING
AVERAGE "X"	157,687	DANK	CALADY	SEKAICES	
AUEDAGE ALL	151 500	RANK	SALARY	Dank	CALADV
AVERAGE ALL	151,502	1	129,000 ×	RANK	SALARY 115,000 *
	05570500	2	94,500 ×	1	-
	IVE OFFICERS:	3	80,812 ×	2	86,930 ×
	OF A SINGLE	4	75,633	3	85,214
UNIT INST	TUTION			4	84,889 ×
		AVERAGE 1	**** 101,437	5	80,870 ×
RANK	SALARY			6	80,247 ×
1	175,101 ×	AVERAGE /	ALL 94,986	7	76,500 ×
2	151,500 ×	,		8	74,750 ×
3	151,470 ×		RATIVE OFFICERS:	9	72,706
4	146,000 ×		ANT TO THE	10 .	72,230 ×
5	141,373	PRESID	ENT	11	71,240 ×
6	135,370 ×			12	66,884
7	132,600	RANK	SALARY	13	66,780 ×
8	131,275	1	101,000	14	61,800
9	129,255	2	77,924 ×	15	59,578
10	126,360 ×	3	71,603 ×	16	56,471
11	126,000 ×	4	64,272	17	56,046
12	123,600	5	64,263	18	55,698
13	116,535	6	63,703 ×	19	54,603
14	107,160	7	62,560 ×	20	48,471
15	102,160	8	62,400 ×		
16	93,913	9	56,633	AVERAGE "X"	80,944
17	64,032	10	53,83 6		
		11	50,000 ×	AVERAGE ALL	71,345
AVERAGE "X"	144,543	12	39,840		
		13	38,556		IVE OFFICERS:
AVERAGE ALL	126,688	14	36,096	DIRECTOR (
				AFFIRMATI'	VE ACTION
ADMINISTRAT	IVE OFFICERS:	AVERAGE	m x m 64,698		
EXECUTIVE	VICE			RANK	SALARY
PRESIDENT	•	AVERAGE	ALL 60,192	1	65,300 ×
				. 2	63,000 ×
rank	SALARY	ADM INIST	RATIVE OFFICERS:	3	60,685 ×
1	(118,490)×	VICE F	PRESIDENT FOR	4	51,500 ×
2	118,484 ×	INFORM	MATION MANAGEMENT	5	50,976
3	107,960 ×			6	48,471
		RANK	SALARY	7	48,000 ×
		1	93,930 ×	8	46,800 ×
		2	83,500 ×	9	46,215 *

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ADMINISTRATIVE OFFICERS:		RANK	SALARY	ACADEMIC OFF	ICERS:
DIRECTOR		4	74,707 ×	DIRECTOR OF	F
	IVE ACTION	5	73,939 ×	LIBRARIES	
VA 1 214 211 2	TVE MOTEON	6	68,945		
RANK	SALARY	7	67,350 ×	RANK	SALARY
(CONTINU		8	60,578	1	95,000 ×
10	46,073 ×	9	53,439	2	95,000 ×
11	39,148 ×	-	•	3	83,009 ×
12	36,580	AVERAGE "X"	82,259	4	81,626 ×
13	32,314			5	80,000 ×
14	23,660	AVERAGE ALL	. 75,169	6	79,990 ×
44	20,000	111 2111 100 1111		7	79,380 ×
AVERAGE "X	r 51,858	ACADEMIC OF	FICERS:	8	79,000 ×
ATENACE ~	31,030		SIDENT FOR	9	77,520 ×
AVERAGE AL	L 47,052	ACADEMIC		10	76,990 ×
AVENADE AE	C 47,036	710. 3 120	***************************************	11	76,500
· ADMINISTRA	TIVE OFFICERS:	RANK	SALARY	12	74,336 ×
	OF INSTITU-	1	158,000 ×	13	72,100
TIONAL R		2	140,004 ×	14	72,024
I TUNAL K	ESEARCH	3	126,250 ×	15	70,643
DANK	CALADV	4	121,176	16	70,336
RANK	SALARY	5	(115,000)*	17	65,000
1	(70,000)*	6	109,059	18	63,336
2	67,474 *	7	105,060	19	61,500
3	61,247 ×	8		20	60,439
4	59,000 ×		102,938	21	59,095
5	58,847 ×	9	92,400		55,396
6	58,585 ×	10	90,640	22	22,376
7	57,886	11	89,013 ×	AVEDAGE WXW	01 00/
8	56,100 ×	12	86,000	AVERAGE "X"	81,986
9	53,829	13	84,552	AUCDAOC ALL	76 010
10	53,160 ×	14	77 ,279	AVERAGE ALL	74,010
11	52,510	15	76,700	7.10.711700 (77.7	
12	50,400				SCAL OFFICERS:
13	48,480 ×	AVERAGE "*	125,653	VICE PRES	IDEN! FOR
. 14	43,422			BUSINESS	
15	42,200	AVERAGE AL	L 104,938		
16	40,079			RANK	SALARY
17	39,133	ACADEMIC 0	FFICERS:	1	125,000 ×
18	37,110	PROVOST		2	123,600 ×
				3	121,200 ×
AVERAGE **	£79,210			4	107,787 ×
		rank	SALARY	.5	103,7 68 ×
AVERAGE A	LL 52,748	1	152,441 ×	6	102,900 ×
		2	120,000 ×	7	102,888 ×
ADMINISTR	ATIVE OFFICERS:	3	(118,490)*	8	101,280
LEGAL C	OUNSEL	4	117,300 ×	9	100,940
		5	116,015 ×	10	99,960 ×
		6	(115,000)*	11	98,000 ×
RANK	SALARY			12	93,609
1	96,560 ×	AVERAGE **	₽ 123,208	13	93,004 ×
2	92,000 ×			. 14	89,873
3	89,000 ×	AVERAGE A	LL 123,208	15	88,686 ×
-	•		-		

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ADMINISTRATIVE SALARIES SURVEY 1992-93



SALARY

RANK

TABLE II (CONTINUED) DALLAS REGION

SALARY

RANK

BUSINESS/FISCAL OFFICERS:

BUSINESS/FISO	CAL OFFICERS:	KANK	SALAKY	RANK S	ALAKY
VICE PRESI	DENT FOR	3	49,337 ×	13	47,900 ×
BUSINESS		4	49,299 ×	14	47,435 ×
		5	47,426 ×	15	47,259
RANK	SALARY	6	38,020 ×	16	42,316
(CONTINUE)		7	36,771 ×	17	41,928
16	87,000	8	34,152 ×	18	41,278
17	84,552	9	29,544	19	38,596
18	84,440	10	27,600	20	35,343
19	77,279		_,,,,,,,,		00,0.0
20	74,243	AVERAGE "X"	45,646	AVERAGE "X"	54,183
21	74,000	AVENHOL A	45,040	HVEITHOL	34,100
22	68,980	AVERAGE ALL	42,231	AVERAGE ALL	50,079
22	00,700	MATIVADE MET	42,231	AAFUMOL HEE	30,079
AVERAGE "**	106,072	BUSINESS/FI BUSINESS	SCAL OFFICERS: MANAGER	BUSINESS/FIS	CAL OFFICERS: JDITOR
AVERAGE ALL	95,590				
BUSINESS/FIS	CAL OFFICERS:	RANK	SALARY	RANK	SALARY
CONTROLLER		1	83,500 ×	1	67,000 ×
		2	71,393 ×	2	63,690 ×
		3	62,917	3	63,000 ×
RANK	SALARY	4	61,284 ×	4	61,105 ×
1	89,501 ×	5	59,569 ×	5	53,112 ×
2	84,357 ×	6	55,620	6	51,883 ×
3	82,500 ×	7	45,528	7	49,516 ×
4	77,200 ×	8	44,380	8	48,049 ×
5	77,200 × 73,950 ×	9	43,260	9	47,966
6	70,000 ×	10	40,475	10	47,895
7	61,915	11		11	47,201
, 8		11	35,020	12	
	61,775 ×	AUFDACE 954	. (0.077		45,946
9	60,576	AVERAGE "*	68,937	13	45,900 ¥
10	60,439	4455465 411	C/ 017	14	45,754
11	59,386 ×	AVERAGE ALI	54,813	15	42,744
12	58,064			16	41,950 *
13	57,388		ISCAL OFFICERS:	17	39,398
14	53,670	DIRECTOR	OF PURCHASING	18	38,272
15	50,389			19	35,300
16	49,199			20	35,028
17	48,236 ×	RANK	SALARY		
		1	68,340 ×	AVERAGE "X"	54,521
AVERAGE "X"	71,878	2	66,801 ×		
		3	57,681 ×	AVERAGE ALL	48,535
AVERAGE ALL	64,620	4	56,49 9	•	
		5	55,000 ×		SCAL OFFICERS:
BUSINESS/FI	SCAL OFFICERS:	6	55,000 ×	BUDGET OF	FICER
TREASURER	OR BURSAR	7	53,869		
		8	50,122 ×		
		9	49,920 ×	RAW	SALARY
RANK	SALARY	10	49,4 88 ×	1	82,000 ×
1	56,040 ×	11	48,472	2	71,060 ×
2	54,124 ×	12	48,325 ×	3	70,000 ×
		_	• ==	-	•

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BUSINESS/FISCAL OFFICERS:		BUSINESS/FIS	CAL OFFICERS:	RANK	SALARY
BUDGET OFFICER			F PERSONNEL	17	73,676
505021				18	71,705
				19	71,146
RANK	SALARY	RANK	SALARY	20	68,000
(CONTINU		1	80,785 ×	21	63,000
4	66,288 ×	2	75,000 ×		
· 5	66,179 ×	3	73,500 ×	AVERAGE "X"	92,008
6	65,690 ×	4	70,700 ×		•
7	59,023 ×	5	67,980 ×	AVERAGE ALL	83,889
8	57,559	6	65,000 ×	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
9	54,114	7	65,000 ×	STUDENT AFF	AIRS OFFICERS:
10	(53,519)	8	58,572 ×	DEAN OF S	
11	48,522 ×	9	57,860 ×	AFFAIRS	
12	45,000 ¥	10	57,725 ×	***************************************	
13	44,310	11	57,725 \	RANK	SALARY
14	34,152 ×	12	57,365	1	68,436 ×
14	34,136 ×	13	53,520	2	63,762 ×
AVEDACE HX	₩ 60,791	14	53,419	3	62,897 ×
AVERAGE "*	00,/71	15	50,985 ×	4	60,000 ×
ALIEDAGE ALI	. 50 707	16	50,160	5	58,467 ×
AVERAGE AL	L 58,387		•	6	55,540
2112711722		17	48,300	7	52,808 ×
	ISCAL OFFICERS:	18	47,561 47,755	, 8	
DIRECTOR	OF PAYROLL	19	47,355		52,317
		20	46,937	9	51,999 ×
		21	37,051	10	51,132
RANK	SALARY		/	11	50,399
1	(53,519)	AVERAGE "X"	65,737	12	46,226 ×
2	50, 388 *			13	43,186
3	45,750 ×	AVERAGE ALL	58,206		
4	45,442			AVERAGE "X	58,074
5	45,000 *		AIRS OFFICERS:		
6	41,468 ×	VICE PRES	IDENT FOR	AVERAGE ALI	_ 55,167
7	38,474	STUDENT A	FFAIRS		
8	37,680 ×				FAIRS OFFICERS:
9	36,771 ★	rank	SALARY	DEAN OF 1	INTERNATIONAL
10	36,344	l	111,000 ×	STUDENTS	
11	36,000 ×	2	99,273 ×		
12	31,548	3	97,355 ×	RANK	SALARY
13	28,986	4	93,550 ×	1	87,000 ×
14	27,138	5	92,681 ×	2	84,406 ×
15	26,000	6	91,000 ×	3	68,289 ×
	·	7	90,900 ×	4	53,040 ×
AVERAGE ">	en 41,865	8	90,000 ×	5 .	52,620 ×
	,	9	84,470 ×	6	52,500 ×
AVERAGE AL	L 38,701	10	84,460	7	46,900 ×
		11	84,074 ×	8	42,899
		12	83,208	9	42,549 ×
		13	82,400	10	25,917
		14	77,780 ×	11	21,420
		15	77,755		, .
		16	74,242		
		10	, T, 6.76		

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STUDENT AFFAI	RS OFFICERS:	RANK	SALARY	STUDENT AFFA	IRS OFFICERS:
DEAN OF INT	ERNATIONAL	9	50,294 ¥	DIRECTOR O	FHOUSING
STUDENTS		10	50,000 ×		
•		11	48,680		•
(CON	(TINUED)	12	48,509	RANK	SALARY
		13	46,943	1	77,154 ×
AVERAGE "X"	60,913	14	46,383	2	68,786 ×
		15	45,441	3	62,408 ×
AVERAGE ALL	52,504	16	42,972	4	59,640 ×
		17	41,200	5	56,751 ×
STUDENT AFFA	IRS OFFICERS:	18	40,800	6	56,318
DIRECTO: OF	ADMISSIONS			7	56,176 ×
		AVERAGE '	'¥" 57,896	8	55,719 ×
			•	9	54,590
RANK	SALARY	AVERAGE A	ALL 51,686	10	52,490 ×
1	76,413 ×		•	11	49,090 ×
2	69,900 ×	STUDENT A	AFFAIRS OFFICERS:	12	48,075 ×
3	69,530 ×		OR OF FINANCIAL	13	43,992
4	69,446 ×	AID		14	41,732 ×
5	59,643 ×			15	39,010
6	57,684 ×	RANK	SALARY	16	38,853
7	56,110 ×	1	68,972 ×	17	38,604
8	55,692 ×	2	67,870 ×	18	35,597
9	54,752 ×	3	57,365	19	33,096
10	54,394 ×	4	55,692 ×	20	32,876
11	50,882	5	55,000 ×	21	32,550
12	48,380	6	54,575 ×		C 2,33 C
13	46,117 ×	7	54,394 ×	AVERAGE "X"	57,093
14	44,448	8	54,086 ×		3.,070
15	42,882	9	51,750 ×	AVERAGE ALL	49,215
16	41,474	10	49,544	HVEIGHGE ALL	17,213
17	39,133	11	47,920 ×	STUDENT AFF	AIRS OFFICERS:
18	38,552	12	47,380	DIRECTOR (
19	35,700	13	46,226 *	HEALTH CEN	
17	03,700	14	41,856	HEALTH CE	11 LK
AVERAGE "X"	60,880	15	41,000	RANK	SALARY
MATINAC ~	00,000	16	40,968	1	106,091 ×
AVERAGE ALL	53,217	17	40,668	2	87,550
MAEKHOE MET	33,217	18	40,243	3	82,592 ×
CTUDENT ACEA	IRS OFFICERS:	19	35,858	4	80,340
REGISTRAR	IKS OFFICERS:	20	34,624	5	80,302 ×
REGISTRAK		21	34,558	6	79,606 ×
		21	. 34,556	7	77,768 ×
RANK	SALARY	AVERAGE	nxa 55,649	8	77,766 × 77,250 ×
1	70,410 ×	AVERAGE	33,049	9	77,230 × 75,595 ×
2		AVERAGE	ALL 48,598 -		
3	67,898 ×	AVERAGE	ALL 40,370 ·	10	74,462 ¥
	60,614 *			11	73,100
4	57,456 ¥			12	63,440 ¥
5 6	56,110 ×			13	58,316 50,033
	54,693 51,566			14	50,977
7	51,566			15	42,840 ×
8	50,382 ×			16	41,139

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT		RANK (CC	RANK SALARY (CONTINUED)		RANK SALARY (CONTINUED)	
HEALTH CENT	IER	AVERAGE "X"	93,597	AVERAGE "X"	71,741	
RANK .	SALARY				•	
(CONTINUE)		AVERAGE ALL	93,597	AVERAGE ALL	64,824	
17	36,552					
18	28,275	OPERATIONS (OFFICERS:	OPERATIONS C		
		DIRECTOR	OF	DIRECTOR C	F PUBLIC	
AVERAGE "*"	75,995	FACILITIE	S PLANNING	SAFETY (CA	MPUS POLICE)	
AVERAGE ALL	67,566	RANK	SALARY	RANK	SALARY	
MATINAC MET	01,500	1	(69,059)×	1	69,539 ×	
STUDENT AFFA	IRS OFFICERS:	2	68,550 ×	2	67,078 ×	
DIRECTOR O		3	58,500	J	60,000 ¥	
	PLACEMENT	4	57,811 ×	4	59,064 ×	
T CAMELING C		5	55,500 ×	5	57,500 ×	
RANK	SALARY	6	53,000 ×	6	56,651 ×	
1	65,000 ×	7	48,471	7	55,122 *	
2	59,673 ×	8	44,900 ×	8	54,549 ×	
3	59,481 ×	•		9	53,000 ×	
. 4	56,780 ×	AVERAGE "X"	58,137	10	50, 4 70	
5	55,294 ×	***************************************		11	49,574	
6	50,470	AVERAGE ALL	. 56,974	12	47,610 ×	
7	48,762 ×			13	44,431	
8	48,348 ×	OPERATIONS	OFFICERS:	14	44,331	
9	48,184	DIRECTOR		1.5	43,752	
10	46,350	PHYSICAL		16	43,704	
11	44,737 ×			17	42,024 *	
12	42,054 ×	RANK	SALARY	18	38,966	
13	41,748 ×	1	77,250 ×	19	38,850	
14	37,744	2	76,500 *	20	38,727	
15	37,517	3	76,335 ×	21	35,344	
16	37,040	4	74,690 ×	22	30,088	
17	36,975	5	71,999			
18	34,700	6	71,000 ×	AVERAGE "X	56,558	
19	34,188	7	70,778 ×			
20	31,758	8	70,680 ×	AVERAGE ALI	. 49,108	
21	27,090	9	70,000 ×			
		10	69,393 ×	PUBLIC RELA	ATIONS OFFICERS:	
AVERAGE "X"	52,188	11	(69,059)*		s for institu-	
		12	63,548 ¥	TIONAL A	DVANCEMENT	
AVERAGE ALL	44,947	13	62,315			
	•	14	59,55 9	rank.	Salaxy	
OPERATIONS	OFFICERS:	15	58,710	Ž	109,000 ×	
VICE PRES	IDENT FOR	16	58,188	2.	105,834 ×	
FACILITIE	S	17	58,000	· 3	100,835 *	
		18	54,024	4	94,370 ×	
RANK	SALARY	19	53,460	5	82,773 ×	
1	99,930 ×	20	50,905	6	(81,600)×	
2	91,312 ×	21	45,000	7	79,687	
3	89,550 ×			8	77,250	

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	TIONS OFFICERS: FOR INSTITU-	RANK (C	SALARY DNTINUED)		SALARY NTINUED)
TIONAL AD	VANCEMENT				
		AVERAGE "X"	57,9 98	AVERAGE "X"	71,777
rank	SALARY				
(CONTINU	ED)	AVERAGE ALL	50,787	AVERAGE ALL	60,644
. 9	75,000				
10	67,647		TIONS OFFICERS: OF LEGISLATIVE	PUBLIC RELAT: DIRECTOR O	IONS OFFICERS: F ALUMNI
AVERAGE "*"	95,744	RELATIONS		SERVICES	
AVERAGE ALL	87,405	RANK	SALARY	RANK	SALARY
		1	84,000 ×	1	73,684 ×
PUBLIC RELA	TIONS OFFICERS:	2	79,213 ×	2	71,110 ×
VICE PRES	IDENT FOR PUBLIC	3	79,000 ×	3	70,000 ×
RELATIONS	/INFORMATION	4	(60,724)* ·	4	66,934 ×
			•	5	61,308
rank	SALARY	AVERAGE "X"	75,734	6	60,576 ×
1	104,500 ×		•	7	54,500 ×
2	92,718 ×	AVERAGE ALL	75,734	8	53,848 ×
3	77,559	,		9	48,960 ×
4	56,100 ×	PUBLIC RELA	TIONS OFFICERS:	10	48,791
•	20,200		IDENT FOR	11	43,962
AVERAGE "X"	84,439	DEVELOPME		12	41,076
MUZICHUL "	0.,.0	52122011 2	•••	13	33,324
AVERAGE ALL	. 82,719	RANK	SALARY	14	32,200
AVERAGE ALL	02,717	1	100,478 ×	47	32,200
PURITO PELA	ATIONS OFFICERS:	2	(81,600)*	AVERAGE ***	62,452
	OF PUBLIC	3	72,800 ×	MYERMOE "X"	02,432
	S/INFORMATION	4	72,800 × 71,085 ×	AVERAGE ALL	E4 70E
RELATIONS	DINFORMALION	۳ 5	-	AVERAGE ALL	54,305
DANK	CALADV	9	59,364	DUDI TO DELAT	TONE OFFICEDS
RANK	SALARY	AUEDAGE BY			IONS OFFICERS:
1	72,114 ×	AVERAGE "X"	81,491		F COOPERATIVE
2	66,837 ×		77 4/5	EXTENSION	
3	(60,724)×	AVERAGE ALL	. 77,065		
4	59,704 ×			RANK	SALARY
5	53,728 ×		ATIONS OFFICERS:	1	104,000 ×
6	53,309 ×	DIRECTOR	OF DEVELOPMENT	2	37,740 ×
7	52,350			3	37,335 ×
8	51,912 ×				
9	50,393	rank	SALARY	AVERAGE "X"	59,692
10	48,860	1	100,000 ×		
11	45,655 ×	2	80,954 ×	AVERAGE ALL	59,692
12	45,000	3	72,100		
13	41,352	4	71,400 ×	RESEARCH OFF	FICERS:
14	41,250	5	66,183 ×	VICE PRES	IDENT FOR
15	40,674	6 ·	64,368	research	
16	40,478	7	50,490		
17	39,037	8	46,601	RANK	SALARY
		9	40,350 ×	1	109,200 ×
		10	38,966	2	108,172 ×
		11	35,675	3	98,429 ×
			-		

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RESEARCH OFF	recoe.	RANK S	ALARY	RANK S	ALARY
VICE PRESI			TINUED)	4	95,000 ×
	DENI FOR			5	92,500 ×
RESEARCH		AVERAGE "X"	66,024	6	91,000 ×
DANK	SALARY	HTLKHOL "	00,02	7	85,000 ×
RANK (CONTINUE)		AVERAGE ALL	61,949	8	77,532
	91,870 ×	MILITION NEE		9	75,309
4	(67,320)×	DEANS:		10	71,500
5	(67,320)^	AGRICULTURE	<u> </u>	11	70,255
AVERAGE "X"	94,998	MONE OF THE PERSON OF THE PERS	-	12	68,959
AVERAGE "X"	77,770			13	60,256
AVERAGE ALL	94,998	RANK	SALARY		
AVERAGE ALL	74,770	1	134,863 ×	AVERAGE "X"	93,945
RESEARCH OFF	TOERS.	2	104,220 ×		
	FOR RESEARCH	3	99,391 ×	AVERAGE ALL	83,187
AND GRADUA		4	95,000 ×		
AND GRADUA	IIL DEMI	5	92,000 ×	DEANS:	
RANK	SALARY	6	91,972 *	BUSINESS M	ANAGEMENT
1	132,500 ×	7	72,101		
2	110,004 ×	8	63,554		
3	(108,000)×	J	00,55	RANK	SALARY
3 4	105,000 ×	AVERAGE "X"	102,908	1	163,000 ×
4 5	(92,767)×	HVEITHOE "	202,700	2	158,998 ×
6	88,138 ×	AVERAGE ALL	94,138	3	145,774 ×
7	79,521	MATINAT HEE	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	4	141,689
8	58,569	DEANS:		5	120,000 ×
9	55,940	ARCHITECTU	IRF	6	117,300 ×
9	22,740	MIGHT 1201	<u>-</u>	7	111,500 ×
AVERACE IDE	106,068			8	111,080
AVERAGE "X"	100,000	RANK	SALARY	9	109,020 ×
AVEDACE ALL	92,271	1	105,750 ×	10	106,710 ×
AVERAGE ALL	72,271	2	95,932 ×	11	106,603 ×
RESEARCH OF	ETCEDC.	3	91,970 ×	12	94,452
	OF RESEARCH	4	90,900 *	13	80,000
	S & GRANTS)	5	90,458 ×	14	77,660
(CUNTRACT	3 & CHAND	6	89,369 ×	15	77,532
RANK	SALARY	7	87,360 ×	16	74,857
	103,293 ×	8	83,487 ×	17	73,672
1 2	76,157 ×	9	80,340	18	73,337
3	70,000 ×	•		19	70,911
4	69,226	AVERAGE "X"	91,903		
5	(67,320)×	7,72,0,00	,	AVERAGE "X"	126,545
6	63,336	AVERAGE ALL	90,618		
	61,000 ×	MYEIGHOE HEE	,,,,,,	AVERAGE ALL	106,005
7	57,200 ×	DEANS:			
8	51,728	ARTS AND	SCIENCES	DEANS:	
9	51,726 51,719 *	mis mu			G EDUCATION
10	46,880				
11	45,980	RANK	SALARY		
12	43,980 41,500 *	1	99,750 ×	RANK	SALARY
13	41,300 X	2	99,364 ×	1	95,000 ×
		3	95,000 ×	2	89,007 ¥
		•	,_,_,_	_	-

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DEANS:		DEANS:		RANK S	SALARY
CONTINUING	EDUCATION	ENGINEERING	;	5	(92,767)×
				6	90,000 ×
				7	76,072
RANK	SALARY	RANK	SALARY	8	70,911
(CONTINUE)		1	164,000 ×	9	63,963
3	82,311 ×	2	147,436 ×		
4	80,255 ×	3	126,445	AVERAGE "X"	103,205
5	74,339 ×	4	116,989 ×		
6	72,302 ×	5	113,341 ×	AVERAGE ALL	91,143
7	68,941	6	111,500 ×		
8	63,629	7	110,434 ×	DEANS:	
9	56,100 ×	8	106,090	HOME ECONO	MICS
10	55,157	9	105,060 ×		
11	52 ,788	10	102,600 ×		
12	38,385 ×	11	100,956 ×	rank	SALARY
		12	96,623 ×	1	99,500 ×
AVERAGE "X"	73,462	13	94,762	2	98,308 ×
		14	84,943	3	82,161 ×
AVERAGE ALL	69,018	15	74,778	4	76,492 ×
		16	59,800	5	63,004
DEANS:					
EDUCATION		AVERAGE "X"	116,894	AVERAGE "X"	89,115
		AVERAGE ALL	107,235	AVERAGE 'ALL	83,893
RANK	SALARY	MAEKWOE WIT	107,233	MENTOL ALL	00,070
RANK 1	142,000 ×	DEANS:		DEANS:	
2	142,000 × 118,451 ×	FINE ARTS		LAW	
3	103,120 ×	TINE ARTS		Enw	
4	98,800 ×				
5	97,890 ×	RANK	SALARY	RANK	SALARY
6	95,000 ×	1	127,000 ×	1	180,000 ×
7	94,000 ×	2	95,000 ×	2	147,295 ×
8	90,000 ×	3	75,725	3	127,660 ×
9	89,962 ×	4	70,818 *	4	117,254 ×
10	85,930 ×	5	70,134 ×	5	111,057 ×
11	85,908 ×	6	57,938	6	106,000 ×
12	77,532	7	57,114 ×	•	
13	76,871	•	21,121	AVERAGE "X"	131,544
14	75,725	AVERAGE "X"	84,013		•
15	75,344	710 210102	0.,020	AVERAGE ALL	131,544
16	72,101	AVERAGE ALL	79,104		
17	71,756	***************************************	,	DEANS:	
18	68,444	DEANS:		LIBERAL A	RTS
19	68,040	GRADUATE			
20	67,431		•		
21	58,316			RANK	SALARY
	,	RANK	SALARY	1	155,500 ×
AVERAGE "X"	100,096	1	132,000 ×	2	114,948 ×
	,	2	(108,000)*	3	90,228
AVERAGE ALL	86,315	3	93,318	4	78,755
110-111	,	4	93,256 ×	5	77,117

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DEANS:			ALARY TINUED)	MEDICAL DEANS: HEALTH SCI/HEALTH PRO-	
LIBERAL ART	S	CON	11NOED)	FESSIONS/ALLIED HEALTH	
		AVERAGE "X"	138,134		
RANK	SALARY			RANK	SALARY
(CONTINUE)		AVERAGE ALL	113,989	1	90,377
6	73,640			2	84,080 ×
•		DEANS:		3	80,411 ×
AVERAGE "X"	135,224	SOCIAL WORK	,	4	79,280
AVERAGE ~	203722.			5	74,237
AVERAGE ALL	98,365	DANK	CAL ADV	AVERAGE "X"	82,246
		RANK	SALARY	MAEULOC	02,240
DEANS:		1	97,500 ×	AVERAGE ALL	81,677
LIBRARY SC	LENCE	2	97,097 ×	AVERAGE ALL	61,077
		3	83,835 ×	MEDICAL DEAM	.
		4	54,172	MEDICAL DEANS) :
RANK	SALARY			MEDICINE	
1	102,000 ×	AVERAGE "X"	92,811		
2	91,000 ×				0.41.4594
3	82,161 ×	AVERAGE ALL	83,151	RANK	SALARY
4	68,967			1	183,744 ×
		DEANS:		2	157,792 ×
AVERAGE "X"	91,720	UNDERGRADU	ATE	3	114,962 ×
		STUDIES		4	112,000 ×
AVERAGE ALL	86,032				
		rank	SALARY	AVERAGE "X"	142,125
DEANS:		1	101,789 ×		
PUBLIC AFF	AIRS	2	70,044 ×	AVERAGE ALL	142,125
		3	60,588		
				MEDICAL DEAN	IS:
RANK	SALARY	AVERAGE "X"	85,917	NURSING	
1	125,000 ×				
2	180,000 ×	AVERAGE ALL	77,474		
3	75,912			rank	SALARY
•	,	DEANS:		1	121,000 ×
AVERAGE ***	112,500	UNIVERSITY	' COLLEGE/	2	87,076 ×
AVEIGNOE 34	222,200	GENERAL CO		3	84,856
AVERAGE ALL	100,304	02.12.010		4	84,660
MATINACT UFF	200,004	RANK	SALARY	5	82,812
DEANS:		1	92,700 ×	6	78,866 ×
SCIENCE		2	86,843		
SCIENCE		3	73,800 ×	AVERAGE "X"	95,647
		4	71,336 ×	***************************************	
RANK	SALARY	5	63,809 ×	AVERAGE ALL	89,878
	176,716 ×	•	00,00,	;	
1	145,000 ×	AVERAGE "X"	75,411	MEDICAL DEA	NS:
2 3	116,171 ×	MATINME V		PHARMACY	.
		AVERAGE ALL	77,698	(1000000)	
4	114,649 *	MAEKHOE WEL	11,070		
5	104,545			RANK	SALARY
6	103,000			1	145,000 ×
7	81,369			2	76, 686 ×
8	70,460			.	10,000 ~

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93





MEDICAL DEANS: PHARMACY

RANK SALARY (CONTINUED)

3 76,236 **∗**

AVERAGE **** 99,307

AVERAGE ALL 99,307

MEDICAL DEANS: VETERINARY MEDICINE

RANK SALARY
1 144,773 *
2 119,322 *
3 111,500 *

AVERAGE **** 125,198

AVERAGE ALL 125,198

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1992-93



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-NINE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The eleven participating universities from this region are as follows:

*MONTANA STATE UNIVERSITY

*NORTH DAKOTA STATE UNIVERSITY

*SOUTH DAKOTA STATE UNIVERSITY

UNIVERSITY OF COLORADO AT DENVER

*UNIVERSITY OF MONTANA

*UNIVERSITY OF NORTH DAKOTA

UNIVERSITY OF NORTHERN COLORADO

*UNIVERSITY OF SOUTH DAKOTA

*UNIVERSITY OF UTAH

*UNIVERSITY OF WYOMING

*UTAH STATE UNIVERSITY

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



* = NASULGC

PRESIDENT OF A SINGLE UNIT INSTITUTION	ADMINISTRATI	VE OFFICERS:	RANK	SALARY	RANK	SALARY
NITT INSTITUTION	PRESIDENT	OF A SINGLE	(CC	NTINUED)	2	62,880 ×
RANK SALARY 1 155,200 × AVERAGE "RM" 56,966					3	47,100 ×
RANK SALARY AVERAGE ALL 59,573 2 125,000 3 119,940 × ADMINISTRATIVE OFFICERS: 4 115,000 × DIRECTOR OF AVERAGE ALL 60,810 5 113,800 AFFIRMATIVE ACTION 6 110,300 × VICE PRESIDENT FOR ACADEMIC AFFAIRS 7 98,933 × RANK SALARY VICE PRESIDENT FOR ACADEMIC AFFAIRS 8 96,699 × 1 66,000 ACADEMIC AFFAIRS 10 99,6699 × 2 2 55,650 × 10 99,12 × 4 46,240 × 1 109,000 4 11 90,912 × 4 4 46,240 × 1 109,000 4 AVERAGE "** 106,311 6 40,596 × 3 100,000 4 AVERAGE "** 106,311 6 40,596 × 3 100,000 4 AVERAGE "** 106,311 6 40,596 × 3 100,000 4 AVERAGE ALL 108,691 8 32,356 × 5 77,880 × 4 89,980 × 4 89,980 × 4 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 89,980 × 4 8 8 35,080 × 7 7 6,800 × 4 8 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 6,800 × 4 8 8 35,000 × 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7			AVERAGE "X"	56,966	4	45,396 ×
1 135,200 × AVERAGE ALL 59,573 2 125,000 3 119,940 × ADMINISTRATIVE OFFICERS: 119,940 × DIRECTOR OF AVERAGE ALL 60,810 5 113,800 AFFIRMATIVE ACTION 6 110,300 × TANK SALARY VICE PRESIDENT FOR ACADEMIC OFFICERS: 7 98,933 × RANK SALARY VICE PRESIDENT FOR ACADEMIC AFFAIRS 9 96,699 × 1 66,000 ACADEMIC AFFAIRS 10 93,119 × 3 50,300 × RANK SALARY 11 90,912 × 4 46,240 × 1 109,000 4 5 41,780 × 2 108,212 × 4 46,240 × 1 109,000 AVERAGE "** 106,311 6 40,596 × 3 100,000 7 39,240 × 4 89,980 × 4	RANK	SALARY		•	5	44,676 ×
2 125,000 3 119,940 * ADMINISTRATIVE OFFICERS: 4 115,000 * DIRECTOR OF AVERAGE ALL 60,810 5 113,800 * AFFIRMATIVE ACTION 6 110,300 * AFFIRMATIVE ACTION 7 98,933 * RANK SALARY VICE PRESIDENT FOR ACADEMIC OFFICERS: 8 96,699 * 1 66,000 ACADEMIC AFFAIRS 10 93,119 * 3 50,300 * RANK SALARY 11 90,912 * 4 446,240 * 1 109,000 5 41,780 * 2 108,212 * AVERAGE MEM 106,311 6 40,596 * 3 100,000 AVERAGE MEM 106,311 6 40,596 * 3 100,000 AVERAGE ALL 108,691 8 32,356 * 5 77,880 * AVERAGE ALL 108,691 9 32,200 * 6 777,875 * ADMINISTRATIVE OFFICERS: 10 30,700 * 7 76,800 * AVERAGE ALL 108,691 AVERAGE MEM 41,007 AVERAGE ALL 91,392 ANALY AVERAGE MEM 41,007 AVERAGE ALL 91,392 RANK SALARY AVERAGE ALL 43,506 AVERAGE ALL 91,392 AVERAGE ALL 57,859 DAMINISTRATIVE OFFICERS: 2 73,000 ADMINISTRATIVE OFFICERS: 3 41,664 * DIRECTOR OF INSTITU- 4 35,700 * TIONAL RESEARCH AVERAGE ALL 57,859 2 62,500 2 98,300 * ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING 5 44,748 * SERVICES DIRECTOR OF CO			AVERAGE ALL	59.573		-
119,940			***************************************	27,210	AVERAGE "X"	60.810
115,000 APERCTOR OF AVERAGE ALL 60,810			ADMINISTRATI	IVE OFFICERS:		•
113,800		•			AVERAGE ALL	60.810
ACADEMIC OFFICERS: 7 98,933 * RANK					7102.4.02 7100	00,000
7 98,933 × RANK SALARY VICE PRESIDENT FOR 8 96,699 × 1 66,000 ACADEMIC AFFAIRS 9 96,699 × 2 55,650 × 10 93,119 × 3 50,300 × RANK SALARY 11 90,912 × 4 46,240 × 1 109,000		=	PA (AIN COLOR)	72 HO12011	ACADEMIC DEF	TCERS:
8 96,699 × 1 66,000 ACADEMIC AFFAIRS 9 96,699 × 2 55,650 × 10 93,119 × 3 50,300 × RANK SALARY 11 90,912 × 4 46,240 × 1 109,000 5 41,780 × 2 108,212 × AVERAGE "X" 106,311 6 40,596 × 3 100,000 AVERAGE ALL 108,691 8 32,356 × 5 77,880 × AVERAGE ALL 108,691 8 32,356 × 5 77,880 × ASSISTANT TO THE PRESIDENT AVERAGE "X" 41,007 AVERAGE "X" 86,149 RANK SALARY AVERAGE ALL 43,506 AVERAGE ALL 91,392 1 81,072 × 2 73,000 ADMINISTRATIVE OFFICERS: 3 41,664 × DIRECTOR OF INSTITU- 4 35,700 × TIONAL RESEARCH AVERAGE "X" 52,812 RANK SALARY RANK SALARY AVERAGE ALL 57,859 2 62,500 2 98,300 × ADMINISTRATIVE OFFICERS: 4 49,384 4 85,000 × ADMINISTRATIVE OFFICERS: 4 49,384 4 85,000 × DIRECTOR OF COMPUTING 5 44,748 × SERVICES 6 44,720 × AVERAGE "X" 95,051 T 76,000 9 29,975 × ADMINISTRATIVE OFFICERS: DIRECTOR OF LIBRARIES AVERAGE ALL 57,859 AVERAGE ALL 48,696 RANK SALARY AVERAGE "X" 46,626 DIRECTOR OF LIBRARIES AVERAGE ALL 57,859 AVERAGE ALL 48,696 RANK SALARY AVERAGE ALL 48,696 RANK SALARY AVERAGE ALL 48,696 RANK SALARY ADMINISTRATIVE OFFICERS: 1 80,000 5 58,480 × AVERAGE ALL 48,696 RANK SALARY 7 53,724 × ADMINISTRATIVE OFFICERS: 1 80,000 5 58,480 × AVERAGE ALL 48,696 RANK SALARY 8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 1 50,201 × RANK SALARY 5 70,291 ×		=	PANK	SAI ADV		
9 96,699 × 2 55,650 × 10 93,119 × 3 50,300 × RANK SALARY 11 90,912 × 4 46,240 × 1 109,000		-	*** ***			
10 93,119 * 3 50,300 * RANK SALARY 11 90,912 * 4 46,240 * 1 109,000 5 41,780 * 2 108,212 * 2 AVERAGE "X" 106,311 6 40,596 * 3 100,000 AVERAGE ALL 108,691 8 32,356 * 5 77,880 * 6 77,875 * 7 ADMINISTRATIVE OFFICERS: 10 30,700 * 7 76,800 * ASSISTANT TO THE PRESIDENT AVERAGE "X" 41,007 AVERAGE "X" 86,149 RANK SALARY AVERAGE "X" 41,007 AVERAGE ALL 91,392 1 81,072 * 2 73,000 ADMINISTRATIVE OFFICERS: ACADEMIC OFFICERS: 3 41,664 * DIRECTOR OF INSTITU- PROVOST 4 35,700 * TIONAL RESEARCH AVERAGE "X" 52,812 RANK SALARY RANK SALARY AVERAGE ALL 57,859 2 62,500 2 98,300 * AVERAGE ALL 91,09,404 * 85,000 * DIRECTOR OF COMPUTING 5 44,748 * SERVICES 7 43,600 * AVERAGE "X" 95,051 DIRECTOR OF COMPUTING 5 44,748 * SERVICES 7 43,600 * AVERAGE ALL 95,051 1 76,000 9 29,975 * ACADEMIC OFFICERS: DIRECTOR OF LIBRATES ACADEMIC OFFICERS: ACADEMIC OFFICERS				-	MONDELLEO A	H I MAINS
11 90,912 ×		-		=	PANK	SALADV
AVERAGE "X" 106,311 6 40,596 % 3 100,000 AVERAGE BL 108,691 8 32,356 % 5 77,880 % 9 32,200 % 6 77,875 % 6 77,875 % 6 77,875 % 6 77,875 % 6 77,875 % 6 77,875 % 7 76,800 % ASSISTANT TO THE PRESIDENT AVERAGE "X" 41,007 AVERAGE "X" 86,149 RANK SALARY AVERAGE "X" 41,007 AVERAGE BL 91,392 1 81,072 % 2 73,000 ADMINISTRATIVE OFFICERS: ACADEMIC OFFICERS: 4 35,700 % 1 109,404 % 1 109		-				
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DIRECTOR OF COMPUTING 5 44,748 * AVERAGE ***** 95,051 RANK SALARY 8 35,680 * AVERAGE ALL 95,051 1 76,000 9 29,975 * ACADEMIC OFFICERS: 3 65,000 * AVERAGE ***** 46,626 DIRECTOR OF LIBRARIES 5 58,480 * AVERAGE ALL 48,696 6 58,082 * AVERAGE ALL 48,696 7 53,724 * ADMINISTRATIVE OFFICERS: 9 50,175 * 10 47,900 * RANK SALARY RANK SALARY 5 70,291 *	ADMINICIDAT	THE DESTREES.		-		-
SERVICES 6				•	7	
7 43,600 × RANK SALARY 8 35,680 × AVERAGE ALL 95,051 1 76,000 9 29,975 × 2 70,164 × ACADEMIC OFFICERS: 3 65,000 × AVERAGE **** 46,626 DIRECTOR OF 4 64,000 LIBRARIES 5 58,480 × AVERAGE ALL 48,696 6 58,082 × RANK SALARY 7 53,724 × ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 10 47,900 × RANK SALARY RANK SALARY 5 70,291 ×		OF COMPUTING	_		AVERAGE THE	95.051
RANK SALARY 8 35,680 * AVERAGE ALL 95,051 1 76,000 9 29,975 * 2 70,164 * ACADEMIC OFFICERS: 3 65,000 * AVERAGE **** 46,626 DIRECTOR OF 4 64,000 LIBRARIES 5 58,480 * AVERAGE ALL 48,696 6 58,082 * RANK SALARY 7 53,724 * ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 * LEGAL COUNSEL 2 75,020 * 9 50,175 * 10 47,900 * RANK SALARY 5 70,291 *	SEKATCES.				HATIMOT .	73,631
1 76,000 9 29,975 × 2 70,164 × ACADEMIC OFFICERS: 3 65,000 × AVERAGE **** 46,626 DIRECTOR OF 4 64,000 LIBRARIES 5 58,480 × AVERAGE ALL 48,696 6 58,082 × RANK SALARY 7 53,724 × ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 3 73,956 × 10 47,900 × RANK SALARY 5 70,291 ×	DANK	CALADV			AVEDAGE ALL	95 051
2 70,164 * ACADEMIC OFFICERS: 3 65,000 * AVERAGE *** 46,626 DIRECTOR OF 4 64,000 LIBRARIES 5 58,480 * AVERAGE ALL 48,696 6 58,082 * RANK SALARY 7 53,724 * ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 * LEGAL COUNSEL 2 75,020 * 9 50,175 * 3 73,956 * 10 47,900 * RANK SALARY 5 70,291 *					WATINGE UTT	73,031
3 65,000 * AVERAGE *** 46,626 DIRECTOR OF LIBRARIES 5 58,480 * AVERAGE ALL 48,696 6 58,082 * RANK SALARY 7 53,724 * ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 * LEGAL COUNSEL 2 75,020 * 9 50,175 * 3 73,956 * 10 47,900 * RANK SALARY 5 70,291 *		-	7	27,713 ^	ACADEMIC DE	ETCEDe.
4 64,000 LIBRARIES 5 58,480 × AVERAGE ALL 48,696 6 58,082 × RANK SALARY 7 53,724 × ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 3 73,956 × 10 47,900 × RANK SALARY 5 70,291 ×			AVEDACE MY	1 66 696		
5 58,480 × AVERAGE ALL 48,696 6 58,082 × RANK SALARY 7 53,724 × ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 3 73,956 × 10 47,900 × 4 73,600 RANK SALARY 5 70,291 ×		-	AVERAGE "*	40,020		
6 58,082 × RANK SALARY 7 53,724 × ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 3 73,956 × 10 47,900 × 4 73,600 RANK SALARY 5 70,291 ×			AUCDAGE ALI	(0 (0)	LIBRAKIES	
7 53,724 * ADMINISTRATIVE OFFICERS: 1 80,000 8 52,200 * LEGAL COUNSEL 2 75,020 * 9 50,175 * 3 73,956 * 10 47,900 * 47,900 * 4 73,600 RANK SALARY 5 70,291 *			AVEKAGE ALI	ם עם, סף	DANE	CALAM
8 52,200 × LEGAL COUNSEL 2 75,020 × 9 50,175 × 3 73,956 × 10 47,900 × 4 73,600 RANK SALARY 5 70,291 ×			45140110400			
9 50,175 × 3 73,956 × 10 47,900 × 4 73,600 RANK SALARY 5 70,291 ×						=
10 47,900 × 4 73,600 RANK SALARY 5 70,291 ×			LEGAL CO	UN2FF		
RANK SALARY 5 70,291 *						
	10	47,900 *				
1 104,000 * 6 69,650 *						
			1	104,000 *	6	69,650 *

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ACADEMIC OFFICERS: DIRECTOR OF			RANK SALARY (CONTINUED)		CAL OFFICERS: UDITOR
LIBRARIES		AVERAGE "X"	57,842		
RANK	SALARY	AVEITAGE **	2.,0.=	RANK	SALARY
(CONTINUE		AVERAGE ALL	60,243	1	53,800 ×
	66,700 ×	AVENINE NO.		2	53,000 ×
8	63,221 ×	BUSINESS/FISO	AI OFFICERS:	3	45,288 ×
9	59,880 ×	TREASURER (4	41,000
10	59,760 ×			5	36,180 ×
11	58,000 ×			6	31,500 ×
••	20,000	RANK	SALARY	7	30,000 ×
AVERAGE "X"	66,275	1	59,700 ×	8	25,852 ×
ATENADE A	00,5	2	54,891		
AVERAGE ALL	68,189	3	49,380 ×	AVERAGE "X"	39,374
BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR		AVERAGE "X"	54,540	AVERAGE ALL	39,578
BUSINESS	·	AVERAGE ALL	54,657	BUSINESS/FISCAL OFFICER BUDGET OFFICER	
RANK	SALARY	BUSINESS/FIS	CAL OFFICERS:		
1	105,000 *	BUSINESS M			
2	94,721			rank	SALARY
3	86,964 ×			1	74,800 ×
4	85,480 ×	RANK	SALARY	2	(67,600)*
5	83,000 ×	1	67,800 ×	3	66,180 ×
6	82,500 ×	2	45,960 ×	4	65,431
7	80,480 ×	3	35,481 ×	5	65,400
8	65,000 ×	4	27,980 ×	6	58,900 ×
9	62,000 ×			7	50,195 *
-	- ···· •	AVERAGE "X"	44,305	8	49,980 ×
AVERAGE "X"	81,303			9	46,464 ×
	·	AVERAGE ALL	44,305	10	34,950 ×
AVERAGE ALL	82,794				
BUSINESS/FI	SCAL OFFICERS:		CAL OFFICERS: F PURCHASING	AVERAGE "X"	56,134
CONTROLLE				AVERAGE ALL	57,990
		RANK	SALARY	BUSINESS/FI	SCAL OFFICERS:
RANK	SALARY	1	57,000 ×	DIRECTOR	OF PAYROLL
1	77,243 ×	2	53,150 ×		
2	77,165	3	44,480 ×		
3	65,480 ×	4	40,480 ×	rank	SALARY
4	64,931	5	39,216 ×	1	51,000 ×
5	63,700 ×	6	37,740 ×	2	35,180 ×
6	54,600 ×	7	32,235 ×	3	33,372 ×
7	54,564 *	8	30,700 ×	4	31,962 ×
8	52,480 ×	9	26,700 ×	5	31,543 ×
9	52,020 ×		-	6	30,980 ×
10	51,095 ×	AVERAGE "X"	40,189	7	23,764 ×
11	49,400 ×				
	•	AVERAGE ALL	40,189		

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BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL DEAN OF STUDENT AFFAIRS		STUDENT AFFAIRS OFFICERS REGISTRAR			
(CO)	(TINUED)	RANK	SALARY	RANK	SALARY
		1	66,101 ×	1	55,650
AVERAGE "X"	33,972	2	64,500 ×	2	53,132 ×
		3	60,000 ×	3	52,500 ×
AVERAGE ALL	33,972	4	58,480 ×	4	49,500 ×
		5	48,240 ×	5	48,500 *
BUSINESS/FISO		6	48,139	6	47,397 ×
DIRECTOR OF	F PERSONNEL			7	43,785 ×
		AVERAGE "*"	59,464	8	39,700 ×
				9	37,100 ×
rank	SALARY	AVERAGE ALL	57,577		
1	66,338			AVERAGE "X"	46,452
2	66,100 ×		AIRS OFFICERS:		
3	60,345 ×		NTERNATIONAL	AVERAGE ALL	47,474
4	59,450	STUDENTS			
5	49,680 ×				IRS OFFICERS:
6	48,215 ×	RANK	SALARY		F FINANCIAL
7	46,500 ×	1	80,200 ×	AID	
8	43,480 ×	2	44,062 ×		
9	43,000 ×	3	35,004 ¥	rank	SALARY
10	41,000 ×			1	57,204
11	34,850 ×	AVERAGE "X"	53,089	2	53,834
				3	46,680 ×
AVERAGE "X"	48,130	AVERAGE ALL	53,089	4	45,800 ×
				5	45,560 ×
AVERAGE ALL	50,814		AIRS OFFICERS:	6	45,480 ×
		DIRECTOR	OF ADMISSIONS	7	44,953 ×
	IRS OFFICERS:			8	44,658 ×
VICE PRESI				9	38,100 ×
STUDENT AF	FAIRS	RANK	SALARY	10	37,273 ×
D44#4		1	55,531	11	36,700 ×
RANK	SALARY	2	52,900 ×		
1	95,000	3 4	49,890	AVERAGE "X"	42,800
2	82,845	•	49,632 *	AVEDAGE ALL	45 117
3	81,100 ×	5	48,480 ×	AVERAGE ALL	45,113
4	79,076 ×	. 6	48,200 ×	07UDCUT 485	ATDS OFFICEDS
5	73,620 ×	7	43,322 *		AIRS OFFICERS:
6 7	73,480 ×	8	.43,200 ×	DIRECTUR	OF HOUSING
,	71,200 ×	9	42,500 ×		
AVEDACE TYP	75 (05	10	35,500 ×		CALADA
AVERAGE "X"	75,695	11	34,941 ×	RANK	SALARY
AVEDACE ALL	70 676	AVEDACE WY	. 44 207	1	56,788 ×
AVERAGE ALL	79,474	AVERAGE "X"	44,297	2	55,480 ×
		AVEDACE ALI	. 45,827	3	55,457 ×
		AVERAGE ALI	. 49,021	4 5	53,000 ×
					51,547
				6 7	47,004 * 44,720 *
				•	TT)/CU X

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STUDENT AFFA DIRECTOR O	IRS OFFICERS: F HOUSING	OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		PUBLIC RELATIONS OFFICE VICE PRES FOR INSTITU- TIONAL ADVANCEMENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUE	(D)	1	57,200 ×	1	95,000
8	44,200 ×	2	56,496 ×	2	82,872 ¥
9	41,550 *	3	52,130 ×	3	60,000 ×
10	39,470 ×	4	42,500 ×		
				AVERAGE "X"	71,436
AVERAGE "X"	48,630	AVERAGE "X"	52,082		
				average all	79,291
AVERAGE ALL	48,922	AVERAGE ALL	52,082		
					IONS OFFICERS:
STUDENT AFF	AIRS OFFICERS:	OPERATIONS O	FFICERS:		DENT FOR PUBLIC
DIRECTOR (OF STUDENT	DIRECTOR O		RELATIONS/	INFORMATION
HEALTH CE	NTER	PHYSICAL P	LANT		
				RANK	SALARY
RANK	SALARY	RANK	SALARY	1	103,688 ×
1	97,779 ×	1	79,400 ×	2	85,000 ×
2	84,072 ×	2	66,715	3	75,641 *
3	70,100 ×	3	61,000 ×	4	69,400 ×
4	62,000 ×	4	58,704 ×		
5	60,947 ×	5	58,080 ¥	AVERAGE "X"	83,432
6	60,000	6	54,154 *		
7	41,480 ×	7	52,260 ×	AVERAGE ALL	83,432
8	40,469 ×	8	51,200 ×		
9	37,900 ×	9	51,005 *		IONS OFFICERS:
				DIRECTOR O	
AVERAGE "*	61,843	AVERAGE "X"	58,225	RELATIONS/	INFORMATION
AVERAGE ALL	61,639	AVERAGE ALL	59,169	RANK	SALARY
NVEICHOE HEE	02,002			1	67,400 ×
STUDENT AFF	AIRS OFFICERS:	OPERATIONS (OFFICERS:	2	62,951
	OF CAREER	DIRECTOR (3	55,500
	& PLACEMENT	SAFETY (C	AMPUS POLICE)	4	54,432 ×
				5	53,092 ×
RANK	SALARY	RANK	SALARY	6	52,9 8 0 ×
1	52,137	1	63,600 ¥	7	48,362 ×
2	44,874 ×	2	47,220 *	8	41,400 ×
3	43,008 ×	3	39,100 ×	9	31,500 ×
4	42,500 ×	4	37,620 ×	10	29,203 ×
5	41,774 ×	5	31,500 ×		
6	41,480 ×	6	31,230 ×	AVERAGE "X"	47,296
7	39,055 *	7	30,280 ×		
		8	28,414 ×	AVERAGE ALL	49,682
AVERAGE "X	42,115	9	26,800 %		
AVERAGE ALI	43,547	AVERAGE TE	37,307		
		AVERAGE ALL	. 37,307		

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* = NASULGC

PUBLIC RELAT	IONS OFFICERS:	PUBLIC RELAT	IONS OFFICERS:	RANK	SALARY
DIRECTOR O	F LEGISLATIVE	DIRECTOR OF COOPERATIVE EXTENSION		5	73,700 ×
. KELAITUNS		EVIEWOTON		AVERAGE "X"	82;978
RANK	SALARY	RANK	SALARY	AVENME A	02,770
1	70,000 ×	1	90,000 ×	AVERAGE ALL	82,978
. 2	63,360 ×	2.	87,457 ×	AVENHOL HEE	02,770
3	58,300 ×	3	63,718 ×	DEANS:	
•	30,000 ^	J	00)/10 ~	ARTS AND S	CTENCES
AVERAGE "X"	63,887	AVERAGE "*"	80,392		
AVERAGE ALL	63,887	AVERAGE ALL	80,392	RANK	SALARY
				1	98,280
PUBLIC RELAT	IONS OFFICERS:	RESEARCH OFF	ICERS:	2	87,600
DIRECTOR O	F DEVELOPMENT	VICE PRESI	DENT FOR	3	84,504 ×
		RESEARCH		4	82,555 *
			•	5	78,700 ×
RANK	SALARY	RANK	SALARY	6	72,809 ×
1	57,200 ×	1	112,000 ×	7	70,000 ×
2	55,076 ×	2	92,412 *	8	69,180 ×
3	46,944 *	3	90,000 ×	-	
4	45,240 ×	4	85,000 ×	AVERAGE "X"	76,291
AVERAGE "X"	51,115	AVERAGE "X"	94,853	AVERAGE ALL	80,454
AVERAGE ALL	51,115	AVERAGE ALL	94,853	DEANS: BUSINESS M	MACEMENT
PIIRI TO PELAT	TIONS OFFICERS:	RESEARCH OFF	TOEDS.	BOSINESS F	PHANCETEITI
DIRECTOR (F RESEARCH		
SERVICES	N MEDIKIT		& GRANTS)	RANK	SALARY
JERVIOLS		COMMINDIS	u oranio,	1	116,343 ×
RANK	SALARY	RANK	SALARY	2	115,000
1	73,063 ×	1	77,866 ×	3	87,516 ×
2	68,000 ×	2	67,074 ×	4	86,200
3	45,000 ×	3	62,292 ×	5	84,000 ×
4	44,300 ×	4	58,720 ×	6	80,480 ×
5	43,264 ×	5	48,480 ×	7	76,920 ×
6	42,516 *	6	44,985 ×	8	75,786 ×
7	42,079	-	,,,,	9	72,917 ×
8	41,500 ×	AVERAGE "X"	59,903	10	68,600 ×
9	41,440		,		,
10	40,440 *	AVERAGE ALL	59,903	AVERAGE "*	82,820
AVERAGE "X"	49,760	DEANS: AGRICULTUI	RE	AVERAGE ALL	86,376
AVERAGE ALL	48,160			DEANS:	
	10,200				G EDUCATION
		RANK	SALARY		
		1	89,508 ×		
		2	87,400 ×	RANK	SALARY
		3	83,000 ×	1	90,327 ×
		4	81, 28 0 *	2	75,000 ×

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DEANS:		DEANS:		DEANS:	
CONTINUING	EDUCATION	FINE ARTS		LAW	
001111101110		, 			
				DANIC	C41 4014
rank	SALARY		SALARY	RANK	SALARY
(CONTINUE))	1	83,584	1	113,200 ×
3	74,600	2	69,427 ×	2	109,500 ×
4	66,480 ×	3	66,690 ×	3	102,929 *
5	57,835 ×	4	65,000 ×	4	91,980 ×
6	51,425 *	5	63,895 ×	5	85,800 ×
		6	62,200 ×		
AVERAGE "X"	68,213			AVERAGE "**	100,682
		AVERAGE "X"	65,442		
AVERAGE ALL	69,278			AVERAGE ALL	100,682
	•	AVERAGE ALL	68,466		
DEANS:				MEDICAL DEAN	S:
EDUCATION		DEANS:		NURSING	
LDOCATION		GRADUATE			
RANK	SALARY			RANK	SALARY
	95,000	RANK	SALARY	1	99,120 ×
1	92,600	1	100,301 *	2	79, 8 53 ×
2	-	2	87,400 ×	3	70,000 ×
3	85,404 ¥		81,480 ×	4	69,480 ×
4	82,385 ×	3	•	•	07,400 ^
5	72,480 ×	4	81,067 ×	AVEDACE RIGH	70 (17
6	72,439 *	5	77,640 ×	AVERAGE "X"	79,613
7	72,332 ×	6	75,480 ×	A11550 A A11	70 (17
8	71,200 ×	7	75,100	AVERAGE ALL	79,613
9	68,972 ×	8	67,493 ×		
10	67,500 ×	9	63,880 ×	MEDICAL DEAL	NS :
11	65,108 ×			PHARMACY	
		AVERAGE ***	79,343		
AVERAGE "X"	73,091				
		AVERAGE ALL	78,871	rank	SALARY
AVERAGE ALL	76,856			1	98,359 ×
		DEANS:		2	77,960 ¥
DEANS:		HOME ECONO	MICS	3	77,200 ¥
ENGINEERI	NG			4	64,80 8 ×
		RANK	SALARY	AVERAGE "X"	79 ,58 2
RANK	SALARY	1	81,000 ×		
1	110,464 ×	2	73,000 ×	AVERAGE ALL	79,582
2	109,000	3	66,200 ×		
3	90,360 ×				
4	90,200 ×	AVERAGE "X"	73,400		
5 .	84,835 ×		ž		
6	81,080 ×	AVERAGE ALL	73,400		
7	72,080 ×		• •		
•	. = , - =				
AVERAGE "X"	88,170				
AVERAGE ALL	91,146				

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The ten participating universities from this region are as follows:

*IOWA STATE UNIVERSITY

*ICANSAS STATE UNIVERSITY

*WICHITA STATE UNIVERSITY

*UNIVERSITY OF MISSOURI - ST. LOUIS

UNIVERSITY OF NORTHERN IOWA

*UNIVERSITY OF MISSOURI - COLUMBIA

*UNIVERSITY OF KANSAS - LAWRENCE

*UNIVERSITY OF MISSOURI - ROLLA

*UNIVERSITY OF NEBRASKA - LINCOLN

UNIVERSITY OF NEBRASKA - OMAHA

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



	IVE OFFICERS: OF A SINGLE ITUTION		ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES		SALARY NTINUED)
				AVERAGE "X"	59,326
RANK	SALARY	RANK	SALARY		
1	175,000 ×	1	108,000 ×	AVERAGE ALL	59,326
2	150,000 ×	2	99,625 ×		
3	146,000 ×	3	85,254 ×	ACADEMIC OFF	ICERS:
4	138,000 ×	4	84,400 ×	VICE PRESI	DENT FOR
5	130,000 ×	5	76,050 ×	ACADEMIC A	FFAIRS
6	122,000 ×	6	70,700 ×		
7	122,000 ×	7	70,000 ×	RANK	SALARY
8	120,900 ×	8	66,745 ×	1	128,000 ×
9	113,500 ×	9	65,720 ×	2	108,358 ×
		10	62,100 ×	3	100,000 ×
AVERAGE "X"	135,267			4	99,321 ×
		AVERAGE "X"	78,859	5	98,505 ×
AVERAGE ALL	135,267				
		AVERAGE ALL	78,859	AVERAGE "X"	106,837
ADMINISTRAT	IVE OFFICERS:				
VICE PRES	FOR INSTI-	ADMINISTRATI	IVE OFFICERS:	AVERAGE ALL	106,837
TUTIONAL	PLANNING	DIRECTOR ()F		
	•	AFFIRMATI\	/E ACTION	ACADEMIC OFF	ICERS:
RANK	SALARY			PROVOST	-
1	104,200 ×	RANK	SALARY		
2	93,500 ×	1	(68,493)×		
3	90,000 ×	2	68,000 ×	RANK	SALARY
	-	3	60,475 ×	1	140,000 ×
AVERAGE THE	95,900	4	57,804 ×	2	118,150 ×
		5	56,246 ×	3	115,000 ×
AVERAGE ALL	. 95,900	6	54,675 ×	4	110,000 ×
		7	43,333 ×	5	109,434 ×
ADMINISTRAT	TIVE OFFICERS:				
ASSISTANT PRESIDENT		AVERAGE "X"	58,432	AVERAGE ***	118,517
•		AVERAGE ALL	58,432	AVERAGE ALL	118,517
rank	SALARY				
1	105,000 ×	ADMINISTRAT	IVE OFFICERS:	ACADEMIC OF	FICERS:
2	86,541 ×		OF INSTITU-	DIRECTOR	
3	83,094 ×	TIONAL RE		LIBRARIES	
4	79,900 ×				
5	58,800 ×	RANK	SALARY	RANK	SALARY
. 6	52,104 ×	1	8 2,529 ×	1	102,100 ×
		2	69,500 ×	2	100,2 3 1 ×
AVERAGE "X	77,573	3	69,000 ×	3	84,800 ×
	•	4	58,980 ×	4	81,300 ×
AVERAGE AL	L 77,573	5	58,400 ×	5	80,826 ×
	•	6	51,700 ×	6	79,900 ×
		7	47,500 ×	7	77,480 ×
		8	37,000 ×	8	69,500 ×
		-	· • -	9	67,100 ×
				10	58,000 ×
				-	

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KANSAS CITY REGION RANK SALARY RANK SALARY ACADEMIC OFFICERS: 48,000 × 3 66,250 × 2 DIRECTOR OF 4 3 39,913 × 65,400 × LIBRARIES 5 62.640 * 39,800 × 4 54,000 × (CONTINUED) 7 51,250 × AVERAGE "X" 52.053 AVERAGE "X" 80,116 AVERAGE "X" 64,960 AVERAGE ALL 52,053 AVERAGE ALL 80,116 AVERAGE ALL 64,960 BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING BUSINESS/FISCAL OFFICERS: BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR DIRECTOR OF PAYROLL BUSINESS RANK SALARY 87,400 × RANK SALARY 1 RANK **SALARY** 130,000 × 2 65,935 × 1 125,788 × 3 60,000 × 1 60.907 × 2 60,000 × 2 108.500 × 4 58,000 × 3 5 3 49.000 × 55,700 × 4 102,330 × 47,940 × 6 55,365 × 4 5 98,725 × 5 44,244 × 95,250 × 7 49,764 × 6 42,200 × 6 7 88,700 × 8 46,900 € 7 40,051 × 69,150 × 9 46,575 × 8 34,900 × 8 10 29,760 × 9 32.000 × AVERAGE "X" 102,305 10 30,222 × AVERAGE "X" 55,540 102.305 AVERAGE ALL AVERAGE "X" 44,146 AVERAGE ALL 55,540 BUSINESS/FISCAL OFFICERS: 44,146 AVERAGE ALL CONTROLLER BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL SALARY RANK SALARY RANK 1 89,466 × 77,543 × 2 77,200 × 1 RANK SALARY 58,000 × 70.175 × 2 3 1 73,100 × 3 51,504 × 4 69,000 × 72,250 × 2 5 67,404 × 4 51,500 × 45,000 × 3 (68,493)* 62,300 × 5 6 4 66,837 × 35.250 × 7 61,200 × 6 5. 65,954 × 8 55,600 × 6 62,500 × AVERAGE "X" 53,133 7 61,700 × AVERAGE "X" 69,043 61,464 × 8 AVERAGE ALL 53.133 9 52,000 × 69,043 AVERAGE ALL 50,825 × 10 BUSINESS/FISCAL OFFICERS: BUDGET OFFICER BUSINESS/FISCAL OFFICERS: AVERAGE "X" 63,512 TREASURER OR BURSAR AVERAGE ALL **SALARY** 63,512 RANK 79,206 × RANK SALARY 1

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1

80,500 ×

75,975 ×

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR			AIRS OFFICERS: OF ADMISSIONS	RANK SALARY (CONTINUED)	
STUDENT AFF	AIRS			AVERAGE "X"	52,526
RANK	SALARY	RANK	SALARY		
• • • • • • • • • • • • • • • • • • • •	111,344 ×	1	63,000 ×	AVERAGE ALL	52,526
-	109,800 ×	2	(62,400) *		-:
	(102,942)*	3	59,000 ×	STUDENT AFFAI	
-	101,000 ×	4	56,796 ×	DIRECTOR OF	HOUSING
*	91,500 ×	5	54,000 ×		
6	87,125 ×	6	51,719 ×		
7	87,000 ×	7	51,000 ×	RANK	SALARY
8	86,950 ×	8	50,910 ×	1	93,438 ×
9	83,750 ×	9	50,500 ×	2	76,000 ×
				3	67,350 ×
AVERAGE "X"	95,712	AVERAGE "X	55,481	4	64,000 ×
710411104				5	59,220 ×
AVERAGE ALL	95,712	AVERAGE AL	L 55,481	6	55,000 ×
AVERNOE TOO	,			7	41,100 ×
STUDENT AFFA	IRS OFFICERS:	STUDENT AF	FAIRS OFFICERS:	8	39,800 ×
DEAN OF ST		REGISTRA	R	9	20,000 ×
AFFAIRS					
				AVERAGE THE	57,323
RANK	SALARY	rank	SALARY		
1	75,720 ×	1	72,080 ×	AVERAGE ALL	57,323
2	73,272 ×	2	63,294 ×		
3	70,130 ×	3	62,500 ×		IRS OFFICERS:
4	64,600 ×	4	(62,400)*	DIRECTOR O	
•	,	5	59,150 ×	HEALTH CEN	TER
AVERAGE "X"	70,931	6	55,000 ×		
**********		7	53,004 ×	RANK	SALARY
AVERAGE ALL	70,931	8	49,000 ×	1	105,366 ×
	·	9	46,750 ×	2	104,251 ×
STUDENT AFF	AIRS OFFICERS:	10	46,692 ×	3	85,000 ×
	NTERNATIONAL			4	73,900 ×
STUDENTS		AVERAGE "	e™ 56,987	5	66,790 ×
0.0020				6	58,008 ×
RANK	SALARY	AVERAGE A	LL 56,987	7	41,000 ×
1	99,031 ×			8	28,000 ×
2	55,908 ×	STUDENT A	FFAIRS OFFICERS:		
3	51,899 ×	DIRECTO	R OF FINANCIAL	AVERAGE "X"	70,289
4	49,045 *	AID			
5	43,150 ×			AVERAGE ALL	70,28 9
6	41,600 ×	RANK	SALARY		
· ·	,	1	65,200 ×		AIRS OFFICERS:
AVERAGE "X"	56,772	2	62,000 ×	DIRECTOR	
***************************************	= • • • • • • • • • • • • • • • • • • •	3	51, 8 54 ×	PLANNING	& PLACEMENT
AVERAGE ALL	. 56,772	4	51,5 58 ×		
MAINTE MA		5	50,136 ×	RANK	SALARY
		6	47,636 ×	1	74, 8 00 ×
		7	46,750 ×	2	59,546 ×
		8	45,077 *	3	59,150 ×

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF CAREER PLANNING & PLACEMENT		DIRECTOR (OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)		PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS	
rank	SALARY	RANK	SALARY		SALARY	
(CONTINUE		1	61,400 ×	1	82,800 ¥	
4	50,190 ×	2	59,172 ×	2	77,000 ×	
5	47,000 ×	3	57,400 ×	3	69,276 ×	
6	45,250 ¥	4	56,000 ×			
7	45,240 ¥	5	55,674 ×	AVERAGE "X"	76,359	
8	43,683 ×	6	52,000 ×			
		7	48,870 ×	AVERAGE ALL	76,359	
AVERAGE "X"	53,107	8	47,686 ×			
		9	39,800 ×		IONS OFFICERS:	
AVERAGE ALL	53,107	10	36,400 ×	DIRECTOR OF	F DEVELOPMENT	
OPERATIONS O	FFICERS:	AVERAGE "X"	51,440			
DIRECTOR O	F			RANK	SALARY	
FACILITIES	PLANNING	AVERAGE ALL	51,440	1	116,875 ×	
				2	71,750 ×	
rank	SALARY	PUBLIC RELA	TIONS OFFICERS:		61,170 ×	
1	76,800 ×	VICE PRES	FOR INSTITU-	4	57,680 ×	
2	74,010 ×	TIONAL AD	VANCEMENT	•		
3	72,800 ×		·	AVERAGE "X"	76,869	
4	58,225 ×	RANK	SALARY			
5	57,014 ×	1	(102,942)*	AVERAGE ALL	76,869	
		2	92,725 ×			
AVERAGE "X"	67,770	3	87,500 ×	PUBLIC RELAT	IONS OFFICERS:	
AVERAGE ALL	67,770	4	75,000 ×	DIRECTOR O SERVICES	F ALUMNI	
MACKHOE WEE	07,770	AVERAGE ***	9,542 ن	JERVICES		
ODEDATIONS O	neeteepe.	MATUMOT V	97,572	RANK	SALARY	
OPERATIONS OF DIRECTOR OF		AVERAGE ALI	. 89,542	1	74,275 ×	
		MVERMOE MEI	. 07,342	2	71,000 ×	
PHYSICAL F	'LAN I	DUBLIC DEL	ATIONS OFFICERS:	3	69,525 ×	
DANK	CALARY			4	61,746 ×	
RANK	SALARY		OF PUBLIC S/INFORMATION	5	57,900 ×	
1	80,650 ×	RELATION	3/INFURMATION	6	50,625 ×	
2	78,762 ×	DANE	CAL ADM	· ·	30,023 ^	
3	77,210 ×	RANK	SALARY	AVERAGE "X"	64,179	
4	72,400 ×	1	74,550 ×	MVERMOE	04,173	
5	68,487 ×	2	69,850 ×	AVERAGE ALL	64,179	
6	67,158 ×	3 4	64,500 ¥	MAEKWOE WIT	04,177	
7	66,000 ×		63,000 ×	DUBLITO DEL AT	TANG DECTOODS.	
8	63,700 ×	5	54,899 ×		TIONS OFFICERS:	
9	60,600 ×	6 7	47,000 ×	EXTENSION	OF COOPERATIVE	
A. (20 A. 00 Mar)	20 550		41,712 *	EXICUSTON		
AVERAGE "*"	70,552	8	30,240 *	DANK	CALADV	
AUED405 4::	70 EFO	AVEDAGE #W	N EE 710	RANK	SALARY	
AVERAGE ALL	70,552	AVERAGE "X	4 55,719	1 2	115,000 * 114,000 *	
		AUFDAGE AT	1 55 710			
		AVERAGE AL	L 55,719	3 4	88,494 ×	
				4	42,859 ×	

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	CONS OFFICERS: F COOPERATIVE	DEANS: ARCHITECTU	RE	DEANS: CONTINUING	EDUCATION
EVIENSION					
(CO)	NTINUED)	RANK	SALARY	RANK	SALARY
(CO	NI INCEDI	1	100,274 ≭	1	100,055 ×
AUTDAOT WXW	90,088	2	90,426 ×	2	99,528 ×
AVERAGE "X"	90,000	3	84,890 ×	3	90,900 ×
AMEDAGE ALL	90,088	•	01,070	4	89,040 ×
AVERAGE ALL	70,000	AVERAGE ***	91.863	5	85,720 ×
RESEARCH OFF	TOEDS.	AVENADE 2	,,,,,,,,,	6	83,000 ×
	FOR RESEARCH	AVERAGE ALL	91.863	7	73,400 ×
AND GRADUA		MATINUS UEF	,1,000	8	63,800 ×
AND GRADUA	IE DEMA	DEANS:		_	-
DANK	SALARY	ARTS AND S	CTENCES	AVERAGE "X"	85,680
RANK	121,600 ×	ב מוה בואה	012.1102.0	··· = ···	
1	(102,600)×			AVERAGE ALL	85,680
		RANK	SALARY		,
3	99,588 ×	1	112,834 ×	DEANS:	
4	(93,685)×	-	104,500 ×	EDUCATION	
	10/ 7/0	2	97,626 ×		
AVERAGE "X"	104,368	3 4	96,900 ×		
				RANK	SALARY
AVERAGE ALL	104,368	5	96,075 ×	. 1	106,694 ×
		6	95,900 ×	2	106,350 *
RESEARCH OFF		7	92,550 ×	3	97,000 ×
	OF RESEARCH	AUEDAGE MYM	00 404	4	93,984 ×
(CONTRACTS	S & GRANTS)	AVERAGE "X"	99,484	. 5	91,600 ×
			00 404	6	86,700 ×
RANK	SALARY	AVERAGE ALL	99,484	7	85,000 ×
1	70,822 ×			•	~ 000,20
2	54,925 ×	DEANS:		AVERAGE ***	95,333
3	52,000 *	BUSINESS	MANAGEMENT	AVERAGE "X"	75,333
4	43,280 ×			AVEDAGE ALL	95,333
				AVERAGE ALL	73,333
AVERAGE "X"	55,257	RANK	SALARY	DEANG	
		1	123,450 ×	DEANS:	\ \
AVERAGE ALL	55,257	2	121,396 ×	ENGINEERI	NG
		3	116,900 *		
DEANS:		4	108,650 ×	DANK	CAL ADM
AGRICULTU	RE	5	107,364 *	RANK	SALARY
		6	106,000 *	1	127,394 ×
		7	103,000 ×	2	125,600 ×
RANK	SALARY	8	95,000 ×	3	121,000 ×
1	117,400 ×	9	90,000 ×	4	107,000 ×
2	116,500 ×			5	103,320 ×
3	108,180 ×	AVERAGE ™X	107,973	6	101,382 ×
4	104,100 ×			7	99,050 ×
		AVERAGE ALI	107,973		
AVERAGE ***	111,545			AVERAGE "X"	112,107
AVERAGE ALI	L 111,545			AVERAGE ALI	. 112,107

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DEANS:	
	_

GRADUATE

RANK SALARY (CONTINUED)

AVERAGE "*" 112,724

112,724

AVERAGE ALL

rank	SALARY			
1	(102,600)×			
2	(93,685)×			
3	93,234 ×			
4	89,950 ×			
5	87,500 ×			
6	79,200 ×			
7	67.500 ¥			

AVERAGE "X"

87,667

AVERAGE ALL

87,667

DEANS:

HOME ECONOMICS

RANK	SALARY	
1	108,800	¥
2	105,265	¥
3	93,336	¥
4	86,920	¥

AVERAGE "X"

98,580

AVERAGE ALL

98,580

DEANS:

JOURNALISM/

COMMUNICATION

RANK	SALARY			
1	99,337 ×			
2	92,220 ¥			
3	80,320 ×			

AVERAGE *** 90,626

AVERAGE ALL 90,626

DEANS:

LAW

RANK	SALARY
1	136,271 ×
2	108,650 ×
3	93,250 ×

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The thirteen participating universities from these combined regions are as follows:

NEW JERSEY INSTITUTE OF TECHNOLOGY

*STATE UNIVERSITY OF NEW OF NEW YORK AT BINGHAMTON

*STATE UNIVERSITY OF NEW YORK AT BUFFALO

*STATE UNIVERSITY OF NEW YORK-COLLEGE

OF ENVIRONMENTAL SCIENCE AND FORESTRY

*UNIVERSITY OF MAINE

*UNIVERSITY OF MASSACHUSETTS - AMHERST

UNIVERSITY OF MASSACHUSETTS AT BOSTON

UNIVERSITY OF MASSACHUSETTS AT LOWELL

*UNIVERSITY OF NEW HAMPSHIRE

*UNIVERSITY OF RHODE ISLAND

*UNIVERSITY OF VERMONT

*UNIVERSITY OF CONNECTICUT

University of Arkansas
Office Of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



* = NASULGC

TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

ADMINISTRATIV	ve neetceps.	ADMINISTRATI\	/E OFFICERS:	RANK S	ALARY
PRESIDENT OF A SINGLE			DIRECTOR OF COMPUTING		51,653 ×
UNIT INSTITUTION SERVICES		8	51,000		
. ONT! INS!I	1011011	02.1172020		9	50,998
RANK	SALARY	RANK	SALARY	10	48,000 ×
1	150,542 ×	1	106,000 ×		
. 2	140,000	2.	105,000 ×	AVERAGE "X"	64,080
3	133,775 ×	3	95,797 ×		
4	133,775 ×	4	90,500	AVERAGE ALL	61,192
5	126,800 ×	5	85,000 ×		
6	125,000 ×	6	83,370 ×	ADMINISTRATI\	E OFFICERS:
7	124,580 ×	7	79,090 ×	LEGAL COUNS	
8	124,500 × 123,203 ×	8	71,269		
9	123,265 ×	9	69,188 ×		
10	112,000 ×	10	60,850 ×	RANK	SALARY
	99,225	11	53,000	1	87,000 ×
11	97,223	**	23,000	2	78,000 ×
12		AVERAGE ***	85,537	3	74,290 ×
13	96,813	AVERAGE "X"	05,557	4	68,300 ×
	100 007	AVERAGE ALL	81,733	т 5	67,559
AVERAGE "X"	128,093	AVERAGE ALL	01,733	6 -	67,000
	100 00/	ANMILITATE	UE OFFICERS.	0 -	07,000
AVERAGE ALL	122,006		VE OFFICERS:	AVERAGE "X"	76,898
		DIRECTOR O		MAELWOF ×	70,070
	IVE OFFICERS:	AFFIRMATIV	E ACITUN	AVERAGE ALL	73,692
	ATIVE VICE	D.4147	CAL ADM	AVERAGE ALL	. 73,032
PRESIDENT RANK		SALARY	ACADEMIC DEE	TCCDC.	
		1	84,716 ×	ACADEMIC OFF	
RANK	SALARY	2	80,224 ×	VICE PRESI	
1	111,165 ×	3	* 000° 08	ACADEMIC A	LLWTK2
2	98,975 ×	4	74,294 ×	DA18/	CAL ADV
3	91,055	5	70,000 ×	RANK	SALARY
		6	66,000		(99,750)×
AVERAGE "X"	105,070	7	56,002 ¥	2	95,000
		8	54,900	3	94,000 ×
AVERAGE ALL	100,398	9	40,440 ×	4	93,266
		10	37,451		
	IVE OFFICERS:			AVERAGE "X"	96,875
ASSISTANT	TO THE	average "*"	69,382		
PRESIDENT				AVERAGE ALL	95,504
		AVERAGE ALL	64,403		
rank	SALARY			ACADEMIC OF	FICERS:
1	142,747 ×		IVE OFFICERS:	PROVOST	
2	74,500 ×	DIRECTOR	OF INSTITU-		
3	72,168 ×	TIONAL RE	SEARCH		
4	55,870 ×		. 🔻	RANK	SALARY
5	55,000	rank	SALARY -	1	145,000 ×
6	44,437 ×	1	.94,630 ¥	2	143,250 ×
		2	`67 <i>;</i> 830 ×	3	119,000
AVERAGE "X"	77,944	3	67,500 ×	4	116,600 ×
		4	63,500 ×	5	116,000 ×
AVERAGE ALI	74,120	5	61,361	6	113,000 ×
	•	6	55,4 48 ×	7	111,500 ×

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ERIC Full fax t Provided by ERIC

ACADEMIC OFFICERS:		RANK SALARY (CONTINUED)		BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER	
PROVOST		(00)	112110237		
		AVERAGE "X"	104,734		
RANK .	SALARY	HVERNOE		RANK	SALARY
(CONTINUE		AVERAGE ALL	100,107	1	58,056 ×
	(99,750)*	HILLIANG MED	,	2	56,925 ×
9	99,125	BUSINESS/FIS	CAL OFFICERS:	3	44,150 ×
10	99,000 *	CONTROLLER			
10	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			AVERAGE "X"	53,044
AVERAGE "X"	118,013				
MATINADE ~	110,010	RANK	SALARY	AVERAGE ALL	53,044
AVERAGE ALL	116,223	1	97,000 ×		
MACKMON MEN	110,110	2	88,921 ×	BUSINESS/FISC	CAL OFFICERS:
ACADEMIC OFF	TCFRS.	3	85.100 ×	DIRECTOR OF	PURCHASING
DIRECTOR O		4	73,824 ×		
LIBRARIES	•	5	71,994 ×		
CIBRARICS		6	67,611	RANK	SALARY
RANK	SALARY	7	66,348 ×	1	79,566 ×
1	115,000 ×	8	64,500 ×	2	66, 6 70
	98,000 ×	9	55,000	3	61,346 ×
2 . 3	90,920 ×	,	22,000	4	59,460
	85,300 ×	AVERAGE ***	78,241	5	56,116 ×
4	83,737 ×	AVERAGE A	70,241	6	53,428 ×
5	82,296 ×	AVERAGE ALL	74,478	7	51,000 ×
6	77,898 ×	MATUWOF WEF	74,470	8	47,750 ×
7		PHOTNECO/ETO	SCAL OFFICERS:	9	45,332 ×
8	75,000 72,000	TREASURER		10	45,0 58 ×
9	72,000	IKEMSOKEK	OK BONJAK	••	,
10	68,000 ¥			AVERAGE "X"	54,950
11	67,701	RANK	SALARY	HVEITHOE "	31,730
12	63,311	RAIN 1	78,000 ×	AVERAGE ALL	56,573
AUEDAGE WAT	07 ///	2	77,689 ×	MACINAC HER	20,2.0
AVERAGE "X"	87,644	3	66,190 ×	RIISTMESS/ETS	CAL OFFICERS:
	01 503	3 4	65,875	INTERNAL A	
AVERAGE ALL	81,597	5	65,858 ×		1052 TOK
**************************************	0041 05570500	6	53,610 ×		
	SCAL OFFICERS:	7	53,010 ×	RANK	SALARY
VICE PRES	IDENI FUK		47,142 *	1	79,536 ×
BUSINESS		8 9	44,800	2	66,000 ×
			44,388 ×	3	63,040
RANK	SALARY	10	37,662 ×	4	60,000 ×
1	136,564 ×	11	37,002 ×	5	55,148 ×
2	132,500 ×	AVEDAGE BIR	E9 917	6	55,120 ×
3	102,000 ×	AVERAGE **X**	58,817	7	30,668 ×
4	98,000 ×	AVEDACE ALL	E7 4E7		30,000
5	95,500	AVERAGE ALL	. 57,657	AVERAGE "X"	57,745
6	91,620 ×			WAELWOEX.	217172
7	91,476 ×			AVERAGE ALL	58,502
8	86,938			AVERMOE ALL	Ju, 302
9	85,500				
10	80,976 ×				

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RUSTNESS/FIS	CAL OFFICERS:	RANK	SALARY	RANK	SALARY
BUDGET OFF		11	54,558 ×	5	34,770 ×
BODOL! O!!	IOLK	••	21,220		25,841 ×
		AVERAGE "X"	69,759		
RANK	SALARY	710 210102	• • • • • • • • • • • • • • • • • • • •	AVERAGE "X"	56,281
1	90,400 ×	AVERAGE ALL	68,201		
2	89,448 ×	MATINATE HET	00,200	AVERAGE ALL	56,281
3	73,300 ×	STUDENT AFF	AIRS OFFICERS:	***************************************	20,200
4	67,611	VICE PRESI		STUDENT AFFA	IRS OFFICERS:
5	65,300	STUDENT AF			F ADMISSIONS
6	63,000 ×	5.45211. **	· Hall		
7	61,213 ×	RANK	SALARY		
8	60,000 ×	1	107,910 ×	RANK	SALARY
9	59,500 ×	2	105,000 ×	1	77,000 ×
,	37,300	3	105,000 ×	2	75,187 ×
AVERAGE "X"	70,980	4	100,000 ×	3	69,500 ×
ATENADE A	10,700	5	94,049	4	69,224 ×
AVERAGE ALL	69,975	6	93,780 ×	5	61,200 ×
HATILWAY SEE	0),)//2	7	92,925 ×	6	60,974
DIICTMECC/ETC	SCAL OFFICERS:	8	89,000 ¥	7	56,709
	OF PAYROLL	9.	86,576 ×	8	55,238 ×
DIRECTOR	OF PATRULL	10	79,785	9	53,833
		10	79,703	10	52,750 ×
DANIV	SALARY	AVERAGE "X"	97,524	11	52,000
RANK		AVERAGE "A"	77,324	12	45,910 ×
1 2	66,500 ¥	AVERAGE ALL	95,403	12	43,710 ^
	58,404 57,347 ×	AVERAGE ALL	72,403	AVERAGE ***	63,251
3	57,367 ×	CTUDENT ACC	ATDO NEETCEDO.	AVERAGE "X"	63,231
4	52,750 ×	DEAN OF S	AIRS OFFICERS:	AVERAGE ALL	60,794
5	48,292 ×		IODENI	AVERAGE MLL	00,774
6	44,325	AFFAIRS		CTIMENT ACE	AIRS OFFICERS:
7	42,050	DANK	CAL ADV	REGISTRAR	
8	40,800 ×	RANK	SALARY	KEGISTKAK	
41/5D405 9 0/4	F7 1/0	1	79,800		
AVERAGE "X"	53,142	2	69,850 ×	DANK	CALADV
	e	3	67,269 ×	RANK	SALARY
AVERAGE ALL	51,311	4	66,500 ×	1	70,638 ×
		5	63,077 ×	2	68,822 ×
	SCAL OFFICERS:	6	62,500 ×	3	63,392 ×
DIRECTOR	OF PERSONNEL	AUCDAGE BY	/F 070	4	62,550 ×
		AVERAGE "X"	65,839	5	62,200 ×
		41/50405 411	(0.1//	6	61,809
RANK	SALARY	AVERAGE ALL	. 68,166	7	60,596
1	79,000 ×			8	55,394 ×
2	78,895 ×		AIRS OFFICERS:	9 .	55,199
3	76,183 ×		INTERNATIONAL	10	55,000 ×
4	72,085 *	STUDENTS		11	54,008
5	72,000 ×			12	44,768 ×
6	69,550 ×	RANK	SALARY		
7	67,684	1	95,051 ×	AVERAGE "X"	60,346
8	63,270 ×	2	70,222 ×		
9	62,291 ×	3	62,772 ×	AVERAGE ALL	. 59,531
10	54,700	4	49,0 3 0 *		

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STUDENT AFFAI	RS OFFICERS:	RANK S	ALARY	OPERATIONS	OFFICERS:
DIRECTOR OF		5	78,480 ×	DIRECTOR	OF
AID	1 2144102112	6	70,848	PHYSICAL	PLANT
WID.		7	61,391 ×	•	•
RANK	SALARY	8	40,737 ×	rank	SALARY
1	74,088 ×			1	88,602 ×
2	58,340 ×	AVERAGE "X"	75,930	2	79,000 ×
3	58,000 ×			3	75,600 ×
4	57,596	AVERAGE ALL	75,294	4	75,250 ×
5	56,027 ×		·	5	75,000 ×
6	55,662	STUDENT AFFA	IRS OFFICERS:	6	68,000 ·
7	54,810 ×	DIRECTOR O		7	65,800 ×
8	53,926 ×	PLANNING &		8	62,975 ★
9	52,840 ×			9	62,190
10	50,571	RANK	SALARY	10	61,917 ×
11	50,348 ×	1	63,692 ×	11	61,732
12	50,159	2	61,270 ×		
13	47,209 ×	3	59,153	AVERAGE "	er 73,018
13	41)607 ~	4	52,150 ×		
AVERAGE "X"	56,176	5	50,300	AVERAGE AL	L 70,551
MAEKHOE	30,170	6	50,102 ×		•
AVERAGE ALL	55,352	7 .	49,693 ×	OPERATIONS	OFFICERS:
AVERAGE ALL		8	49,213		R OF PUBLIC
CTIMENT ACEA	IRS OFFICERS:	9	47,833 ×		(CAMPUS POLICE)
DIRECTOR OF		10	47,695 ×		
DIRECTOR OF	L 110031140	11	45,161 *	RANK	SALARY
		**	45)101	1	75,787 ×
RANK	SALARY	AVERAGE "X"	52,200	2	75,000 ×
1	96,000 ×	AT EIGHOL	J.,	3	72,269 ×
2	71,315 ×	AVERAGE ALL	52,387	4	69,875 ×
3	64,341 ×	MACKWAY HEE	52,001	5	58,433
4	62,400 ×	OPERATIONS (DEFICERS:	6	58,000
5	58,097 ×	DIRECTOR		7	56,800
	57,783 ×		S PLANNING	8	55,500 ×
6		i moleliile	J I EMINIZINO	9	52,479 ×
7	57,000 ¥	RANK	SALARY	10	52,050 ×
8	56,991 * 52,236	1	89,000 ×	11	49,150
9	44,770 ¥	2	80,500 ×	12	49,040 ×
10	44,770 ×	3	(75,280)*	13	45,916 ×
AVERAGE ***	63,189	4	68,000		
AVERAGE "X"	63,167	5	60,000 ×	AVERAGE *	'¥" 60,880
AMEDAGE ALL	62,093	6	57,242 ×	742,4152	, , , , , , , , , , , , , , , , , , , ,
AVERAGE ALL	02,073	· ·	21)646 4	AVERAGE A	ALL 59,254
CTUDENT ACC	AIRS OFFICERS:	AVERAGE "X"	72,404	***************************************	
	OF STUDENT	AVEIGNOE	,	PUBLIC R	ELATIONS OFFICERS:
		AVERAGE ALL	71,670		RES FOR INSTITU-
HEALTH CEI	IV: EK	WAELWOE WIT	,		ADVANCEMENT
RANK	SALARY				
1	106,996 ×			RANK	SALARY
2	85,080 ×			1	111,000 ×
3	80,323 ×			2	98,000 ×
4	78,500 ×			3	82,539

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* = NASULGC

TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

PUBLIC RELATIONS OFFICERS: VICE PRES FOR INSTITU- TIONAL ADVANCEMENT		PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT		PUBLIC RELATIONS OFFICERS DIRECTOR OF COOPERATIVE EXTENSION	
I TOIME ADV			•		
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUE	(D)	1	120,000 ×	1	90,000 ×
4	80,000	2	110,000 ×	2	86,190 ×
5	77,900	3	93,650 ×	3	82,318 ×
6	75,000 ×	4	82,593 ×	4	73,297 ×
				5	47,379
AVERAGE "X"	94,667	AVERAGE "X"	101,561		
				AVERAGE "X"	82,951
AVERAGE ALL	87,407	AVERAGE ALL	101,561		
				AVERAGE ALL	75,837
PUBLIC RELAT	TIONS OFFICERS:	PUBLIC RELAT	IONS OFFICERS:		
DIRECTOR C	OF PUBLIC	DIRECTOR C	F DEVELOPMENT	RESEARCH OFF	ICERS:
RELATIONS	/INFORMATION		·	VICE PRESII RESEARCH	DENT FOR
rank	SALARY	rank	SALARY		
1	83,070 ×	1	80,000 ×	RANK	SALARY
2	81,815 ×	2	80,000 ×	1	111,000 ×
3	73,000	3	72,034	2	95,320 ×
4	66,850 ×	4	70,000 ×	3	92,795
5	65,469 ×	5	62,986 ×	4	91,793 ×
ó	62,627 ×	6	60,878 ×	5	79,002 ×
7	61,610 ×	7	53,295		
8	52,237	8	52,750	AVERAGE "X"	94,279
9	50,500 ×				
10	47,600	AVERAGE "X"	70,773	AVERAGE ALL	93,982
11	40,000 ×				
		AVERAGE ALL	66,493	RESEARCH OFF	ICERS:
AVERAGE "X"	63,993			DIRECTOR O	F RESEARCH
		PUBLIC RELA	TIONS OFFICERS:	(CONTRACTS	& GRANTS)
AVERAGE ALL	62,253	DIRECTOR	OF ALUMNI		
		SERVICES		RANK	SALARY
PUBLIC RELA	TIONS OFFICERS:			1	95,000 ×
DIRECTOR	OF LEGISLATIVE	RANK	SALARY	2	73,166 ×
RELATIONS		1	80,648 ×	3	68,817 ×
		2	70,000 ×	4	62,322 ×
rank	SALARY	3	55,306 ×	5	54,952 ×
1	83,091 ×	4	(52,562) ×	6 .	46,983
2	74,000	5	50,957		
3	65,000 *	6	50,000 ×	AVERAGE "X"	70,851
4	60,000 ×	7	47,060 ×	•	
5	(52,562)×	8	45,675	AVERAGE ALL	66,873
		9	42,672		
AVERAGE "X"	65,163	i.		DEANS:	
		AVERAGE ***	59,263	AGRICULTU	₹E
AVERAGE ALL	. 66,931				
		AVERAGE ALL	. 54 ,98 7		
				RANK	SALARY
				1	112,616 ×

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DEANS:		DEANS:	•	RANK SA	ALARY
AGRICULTUR	-	CONTINUING	EDUCATION	8	89,907
AGRICULTUR		50111 2 1112		9	87,836 ×
		RANK	SALARY	AVERAGE "X"	110,910
RANK	SALARY	RAIN 1	99,000 ×		
CONTINUE		2	88,590 ×	AVERAGE ALL	108,253
2	102,000 ×	3	82,900 ×	7.727.705 7.00	
3	90,140 ×	4	81,790 ×	DEANS:	
4	81,537 ×	4 5	80,498 ×	GRADUATE	
	A /	6	76,000 ×	OKADONIE	
AVERAGE "X"	96,573	8 7	74,393 ×		
	A/ F37	8	70,326 ×	RANK	SALARY
AVERAGE ALL	96,573	9	66,287		121,000 ×
		-		2	91,750 ×
DEANS:	· - · - · -	10	66,180	3	90,000 ×
ARTS AND S	SCIENCES	11	60,023	4	84,000
		ALIENA AE MAN	01 (07	5	77,156 ×
		AVERAGE "X"	81,687	9	//,130 ×
RANK	SALARY		7/ 000	AUEDACE WXW	94,977
1	120,935 ×	AVERAGE ALL	76,908	AVERAGE ***	74,777
2	108,300 ×			AUEDACE ALL	92,781
3	94,000 ×	DEANS:		AVERAGE ALL	92,761
4	92,000	EDUCATION		DEANO	
5	91,183 ×			DEANS:	•
6	85,000			SCIENCE	
		rank	SALARY		
AVERAGE "*"	103,605	1	118,800 ×		
		2	106,000 ×	RANK	SALARY
AVERAGE ALL	. 98,570	3	90,306 ×	1	117,000 ×
		4	90,000 ×	2	82,965 ×
DEANS:		5	87,000 ×	3	74,000
BUSINESS	MANAGEMENT	6	84,000 ×		
		7	80,000	AVERAGE "X"	99,983
		8	79,856 ×		
RANK	SALARY	9	75,000	AVERAGE ALL	91,322
1	133,000 ×				
2	120,000	AVERAGE "X"	93,709	DEANS:	
3	118,900 ×			SOCIAL AND	BEHAV-
4	108,999 ×	AVERAGE ALL	90,107	IORAL SCIE	ENCES
5	104,948 ×				
6	98,830 ×	DEANS:		RANK	SALARY
7	95,550 ×	ENGINEERI	NG	1	115,000 ×
8	93,448 ×			2	99 ,828 ×
9	91,000			3	68,956 ¥
10	85,165	RANK	SALARY		
11	83,178 ×	1	128,800 ×	AVERAGE TIXT	94,595
12	77,461 ×	2	127,500 ×		
	,	3	127,100 ×	AVERAGE ALL	94,595
AVERAGE "X	.ee 101,590	4	108,000		
NA FIGHOR		5	105,074 ×		
AVERAGE AL	L 100,873	6	101,040 *		
MYERMOE ML	100,070	7	99,020 ×		
		•	,		

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TABLE II (CONTINUED) NEW YORK AND BOSTON REGION

DEANS: SOCIAL WORK	<	RANK (C	SALARY CONTINUED)
•		AVERAGE "X"	185,449
RANK	SALARY		
1	114,480 ×	AVERAGE ALL	185,449
2	102,000 ×		
3	91,000 ×	MEDICAL DEA	NS:
		NURSING	
AVERAGE "*"	102,493		
AVERAGE ALL	102,493	RANK	SALARY
		1	101,000 ×
MEDICAL DEAN	S:	2	97,200 ×
DENTISTRY		3	94,840 ×
		4	93,000 ×
		5	90,000
rank	SALARY	6	87,300 ×
1	146,440 ×	7	83,528 ×
2	132,500 ×	8	78,549 ×
3	116,142 ×		
		AVERAGE "X	90,774
AVERAGE "X"	131,694		
		AVERAGE AL	L 90,677
AVERAGE ALL	131,694		
		MEDICAL DE	
MEDICAL DEAN	iS:	PHARMACY	
	/HEALTH PRO-		
FESSIONS/A	ALLIED HEALTH		
		RANK	SALARY
rank	SALARY	1	116,550 ×
1	105,000 ×	2	116,000 ×
2	97,444 *	3	89,849 ¥
3	93,400 ×		
4	87,080 ×	AVERAGE "X	107,466
5	85,320 ×		
6	81,081 ×	AVERAGE AL	L 107,466
AVERAGE "X"	91,554		
AVERAGE ALL	91,554		
MEDICAL DEAL MEDICINE	NS:		
RANK	SALARY		
1	264,914 ×		
2	182,000 ×		
3	109,434 ×		

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The nine participating universities from this region are as follows:

COLLEGE OF WILLIAM AND MARY
INDIANA UNIVERSITY OF PENNSYLVANIA
MORGAN STATE UNIVERSITY
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF DELAWARE
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE
UNIVERSITY
*WEST VIRGINIA UNIVERSITY

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



ADMINISTRATIVE OFFICERS: A PRESIDENT OF A SINGLE UNIT INSTITUTION		VICE PRESI	ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT		ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITU- TIONAL RESEARCH	
RANK	SALARY	RANK	SALARY	RANK	SALARY	
1	179,000 ×	1	109,090 ×	1	72,647 ×	
2	175,000 ×	2	95,000 ×	2	71,250 ×	
3	147,679 ×	3	88,333 ×	3	60,200 ×	
4	147,679 ×	4	78,922 ×	4	54,608 ×	
5	147,679 ×	5	77,748 ×	5	51,600	
6	142,000	-	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	6	51,336 ×	
7	116,406	AVERAGE "X"	89,819	7	34,284	
8	104,652 ×	,	00,000			
9	92,500	AVERAGE ALL	89,819	AVERAGE "*"	62,008	
AVERAGE "*"	150,282		IVE OFFICERS: OF COMPUTING	AVERAGE ALL	56,561	
AVERAGE ALL	139,177	SERVICES		ADMINISTRATIV LEGAL COUN		
ANMINISTRATI	VE OFFICERS:	RANK	SALARY			
ADMINISTRA		1.	125,000 ×			
PRESIDENT	·····	2	92,800	RANK	SALARY	
, KLJIJEM		3	80,854 ×	1	95,098 ×	
RANK	SALARY	4	78,431 ×	2	79,706 ×	
1	149,000 ×	5	65,755 ×	3	78,196 ×	
2	115,667 ×	6	64,594	4	76,136 ×	
3	115,560 ×	7	63,600 ×	5	55,500	
4	84,548	·			•	
•	0.,2.0	AVERAGE "X"	82,728	AVERAGE ***	82,284	
AVERAGE "*	126,742					
		AVERAGE ALL	81,576	AVERAGE ALL	76,927	
AVERAGE ALL	116,194					
		ADMINISTRAT	IVE OFFICERS:	ACADEMIC OFF	ICERS:	
ADMINISTRAT:	IVE OFFICERS:	DIRECTOR	0F	VICE PRESI	DENT FOR	
ASSISTANT	TO THE	AFFIRMATI	VE ACTION	ACADEMIC A	FFAIRS	
PRESIDENT					•	
•		RANK	SALARY	RANK	SAL ARY	
RANK	SALARY	1	78,284 ×	1	130,000 ×	
1	77,600 ×	2	77,451 ×	2	119,000 ×	
2	73,824 ×	3	66,839	3	93,500	
3	70,000	4	64,100 ×	4	92,530	
4	64,000	5	61,500 ×			
5	58,000 ×	6	45,000 ×	AVERAGE "X"	124,500	
6	55,000 ×					
7	48,137 ×	AVERAGE "X"	65,267	AVERAGE ALL	108,758	
8	48,000 ×					
AVERAGE "*	60,094	AVERAGE ALL	65,529	ACADEMIC OFF PROVOST	FICERS:	
AVERAGE ALL	61,820					
				RANK	SALARY	
				1	163,000 ×	





ACADEMIC OFFI PROVOST	CERS: BUSINESS/FISCAL OFFICERS: CONTROLLER		BUSINESS/FISC DIRECTOR OF		
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUED	1)	1	81,373 ×	1	67,000 ×
2	144,500 ×	2	78,559 ×	2	64,328 ×
	131,127 ×	3	78,000 ×	3	62,500 ×
4	124,000	4	61,000	4	56,952 ×
5	88,008 ×	5	58,950 ×	5	53,721 ×
-		6	52,290	6	46,820 ×
AVERAGE "X"	131,659	7	50,000	7 .	45,883
				8	44,200
AVERAGE ALL	130,127	AVERAGE "X"	74,221	9	4 ⁴ ,000
ACADEMIC OFF		AVERAGE ALL	65,739	AVERAGE "*	58,554
LIBRARIES		BUSINESS/FIS TREASURER	CAL OFFICERS:	AVERAGE ALL	53,934
RANK	SALARY	TREADURER	OK DOKOFAK	BUSINESS/FIS	CAL OFFICERS:
•••	99,556 ×			INTERNAL A	
1 2	92,941 ×	RANK	SALARY		
3	90,000 ×	1	86,275 ×		
4	89,500 ×	2	65,196 ×	RANK	SALARY-
5	81,400	3	44,952 ×	1	73,529 ×
6	61,468	4	42,000	2	72,941 ×
7	55,000 ×	5	40,113	3	68,543
8	54,580	6	35,052 ×	4	68,300 ×
Ū	31,300	7	32,910	5	60,000 ×
AVERAGE "X"	85,399			6	54,71+ ×
AVEIDAGE **	00,000	AVERAGE "X"	57,869	7	52,666
AVERAGE ALL	78,056			8	49,644 ×
710210102 7100		AVERAGE ALL	49,500	9	32,798
BUSINESS/FIS	SCAL OFFICERS:				
VICE PRES			SCAL OFFICERS:	AVERAGE ***	63,188
BUSINESS		BUSINESS	MANAGER	AVERAGE ALL	59,237
				AVERAGE ALL	37,231
RANK	SALARY	244	CAL ADM	PHOTMESS AT	SCAL OFFICERS:
1	136,200 ×	RANK	SALARY 54 700	BUDGET OF	
2	117,000 ×	1	56,700	BODOL! OI	IOLK
3	115,560 ×	2 3	46,401 46,160		
4	100,500	3	40,100	RANK	SALARY
5	95,098 ×	AVERAGE "X	• 0	1	85,000 ×
6	85,246	MAEKWOE		2	78,431 ×
7	80,250	AVER/AGE AL	L 49,754	3	75,000
AUPRAGE Most	115 0/5	MVER/MOE AL	- 7///27	4	68,740 ×
AVERAGE "X"	115,965			5	65,000 ×
AVERAGE ALL	104,265			6	62,500 ×
AVERAGE ALL	, 107,603			7	53,952 ×
				8	46,958
				9	46,435





* = NASULGC

TABLE II (CONTINUED) PHILADELPHIA REGION

BUSINESS/FISO	AL OFFICERS:	RANK	SALARY	RANK S	ALARY
BUDGET OFFICER		7	65,321	(CON	TINUED)
BODOC! OI! 2	CER	·	·		
•		AVERAGE "X"	96,895	AVERAGE "X"	64,134
(COI	NTINUED)				(0.700
		AVERAGE ALL	88,632	AVERAGE ALL	60,799
AVERAGE "X"	68,937				
			IRS OFFICERS:	STUDENT AFFAI	IRS OFFICERS:
AVERAGE ALL	64,668	DEAN OF ST	UDENT	REGISTRAR	
		AFFAIRS			
	CAL OFFICERS:			D41#/	CALADY
DIRECTOR O	F PAYROLL	RANK	SALARY	RANK	SALARY
		1	80,000 ×	1 2	81,071 68,824 *
		2	77,500 ×	3	62,500 ×
RANK	SALARY	3	71,569 ×	3 4	61,153 ×
1	49,500	4	65,042 ×	5	53,000
2	47,845 ×	5	61,471 ×	6	51,667 ×
3	44,952 *	6	56,700	7	51,887 × 51,373 ×
4	37,615 ×	7	47,466 ×	, 8	40,728 ×
5	37,566		/n 175	9	40,728 ×
		AVERAGE "*"	67,175	7	40,000
AVERAGE "X"	43,471		(F (30	AVEDACE MOR	56,041
		AVERAGE ALL	65,678	AVERAGE "X"	56,041
AVERAGE ALL	43,496		TOO OFFICEDS	AVERAGE ALL	56,702
			AIRS OFFICERS:	AVERAGE ALL	30,702
	CAL OFFICERS:		NTERNATIONAL	CTIMENT AFFA	IRS OFFICERS:
DIRECTOR C	F PERSONNEL	STUDENTS			F FINANCIAL
		04147	CALADM	AID	i ilmioini
		RANK	SALARY	WID	
RANK	SALARY	1	58,000 55,784 *	RANK	SALARY
1	85,500 ×	2 3	38,396	1	66,698
2	78,431 ×	3	30,370	2	66,471 ×
3	70,784 ×	AVERAGE "X"	55,784	3	60,980 ×
4	65,352 50,776	AVERAGE "X"	22,704	4	55,400
5	52,336	AVERAGE ALL	50,727	5	54,036 ×
6	51,000	AVERAGE ALL	30,727	6	51,668 ×
AVERACE MXM	78,238	STIMENT AFF	AIRS OFFICERS:	7	43,600
AVERAGE "X"	70,230		OF ADMISSIONS	8	38,333 ×
AVERAGE ALL	67 236	DIKECIOK	G. PM.12320113	•	,
AVERAGE ALL	67,234			AVERAGE "X"	54,298
CTIMENT AEE	AIRS OFFICERS:	RANK	SALARY		,
	IDENT FOR	1	77,759 ×	AVERAGE ALL	54,648
STUDENT A		2	68,244 ×	•	
310DEMI A	K LWIKS	3	68,137 ×	STUDENT AFF	AIRS OFFICERS:
RANK	SALARY	4	63,000 ×		OF HOUSING
1	105,461 ×	5	61,500		
2	98,000 ×	6	55,000		
3	94,118 ×	7	49,220	rank	SALARY
3 4	90,000 ×	8	43,529 ×	1	70,500 ×
5	84,000	_	<i></i>	2	64,216 ×
6	83,527			3	56,400
U	00 ,561				



STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		OPERATIONS OFFICERS: VICE PRESIDENT FOR		OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)	
		FACILITIES		SAFETY (CAM	PUS PULICE)
0417	SALARY	RANK	SALARY	RANK	SALARY
RANK		1	91,400 ×	1	76,550 ×
(CONTINUE	יעב 55,721 ¥	2	90,196 *	2	70,216 ×
4	53,922 ×	3	80,000 ×	3	67,157 ×
5	-	J	00,000	4	53,529 ×
6	50,000	AVERAGE "X"	87,199	5	51,500
7	48,410	MAEKWOE ~	G()1))	6	50,000
8	29,362 ×	AVERAGE ALL	87,199	7	44,460 ×
	E4 744	MAEKHOC MEE	01,177	8	42,047
AVERAGE "X"	54,744	OPERATIONS O	EETCEPS.	-	•
	F7 F//	DIRECTOR O		AVERAGE "X"	62,382
AVERAGE ALL	53,566	FACILITIES		702.002	00,000
	05510500	PACILITIES	LEWINTIAO	AVERAGE ALL	56,932
	AIRS OFFICERS:	DANK	CALADV	MATINGE HEE	55,752
· · · · · · · · · · · · · · · · · · ·	OF STUDENT	RANK	SALARY	PIIRL TO RELAT	IONS OFFICERS:
HEALTH CE	NTER	1	73,100		FOR INSTITU-
		2	63,463	TIONAL ADV	
RANK	SALARY	3	57,780 ×	I TOTALL NOV	
1	113,235 ×	4	53,721 ×	RANK	SALARY
2	91,175 ×	5	52,800	1	103,000 ×
3	85,911 ×	6	50,000 ×	2	90,000 ×
4	82,224 ×			3	83,952 ×
5	68,421	AVERAGE "X"	53,834	3 4	80,000
6	67,199			4 5	78,211
7	53,268 ×	AVERAGE ALL	58,477	5	70,211
8 .	50,000			AUPDAGE SYS	02 717
		OPERATIONS (AVERAGE "X"	92,317
AVERAGE "X"	85,163	DIRECTOR		AMERIAGE ALL	07 077
		PHYSICAL 1	PLANT	AVERAGE ALL	87,033
AVERAGE ALL	. 76,429				TANA OFFICERS
		RANK	SALARY		TIONS OFFICERS:
STUDENT AFF	AIRS OFFICERS:	1	84,500 ×	DIRECTOR	
DIRECTOR	OF CAREER	2	75,588 ×	KELAI TUNSA	INFORMATION
PLANNING	& PLACEMENT	3	74,608 ×		041.454
		4	72,200 ×	RANK	SALARY
rank	SALARY	5	68,824 ×	1	69,500
1	70,588 ×	6	62,060	2	64,216 ×
2	63,725 ×	7	56,790 ¥	3	50,000 ×
3	62,845 ×	8	54,618	4	49,526
4	52,500	9	37,614	5	46,324
5	50,631			<u>:</u> = =	27.14
6	46,812 ×	AVERAGE **X**	72,085	AVERAGE "X"	57,108
7 .	46,365 ×				
8	42,000	AVERAGE ALL	65,200	AVERAGE ALL	55,913
AVERAGE "*	# 58,067				
AVERAGE AL	L 54,433				

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	IONS OFFICERS:	***	SALARY 34,669	DEANS: ARCHITECTU	PF
DIRECTOR OF RELATIONS	FLEGISLATIVE	5	-	ARCHITECTO	\L
•		AVERAGE ">"	50,390		
RANK	SALARY			RANK	SALARY
1	81,324 ×	AVERAGE ALL	44,270	1	133,441 ×
2	65,055 ×			2	110,000 ×
3	6 3,725 *	RESEARCH OFF		3	77,444
4	50,000	VICE PRESI	DENT FOR		
5	31,476 ×	RESEARCH		AVERAGE "*"	121,721
AVERAGE "X"	60,395	RANK	SALARY	AVERAGE ALL	106,962
		1	120,460 ×		
AVERAGE ALL	58,316	2	115, 8 12 ×	DEANS:	
		3	95,353 ×	ARTS AND S	CIENCES
	IONS OFFICERS:				
VICE PRESI	DENT FOR	AVERAGE "*	110,542		
DEVELOPMEN	T			RANK	SALARY
		AVERAGE ALL	110,542	1	109,984 *
RANK	SALARY			2	105,882 *
1	137,255. ×	RESEARCH OFF		ء 3	105,000 ×
2	130,000 ×	DIRECTOR (of Research	4	104,500 ×
3	91,000	(CONTRACTS	S & GRANTS)	5	96,024 ×
				6	94,000
AVERAGE "X"	133,628	RANK	SALARY	7	81,529
		1	78,525 ×	•	
AVERAGE ALL	119,418	2	63,469 ×	AVERAGE "X"	104,278
		3	53,256 ×		
PUBLIC RELAT	TIONS OFFICERS:	4	49,141 ×	AVERAGE ALL	99,560
DIRECTOR O	F DEVELOPMENT				
		AVERAGE "X"	61,098	DEANS:	
				BUSINESS N	MANAGEMENT
RANK	SALARY	AVERAGE ALL	61,098		
1	130,000 ×				
2	80,000	DEANS:		rank	SALARY
3	67,920 ×	AGRICULTU	RE	1	132,000
4	65,000 ×			2	130,362 *
5	55,872			3	120,000 ×
		rank	SALARY	4	118,922 ×
AVERAGE "X"	87,540	1	113,590 ×	5	109,804 ×
		2	100,000 ×	6	93,276 ×
AVERAGE ALL	79 ,758	3	84,114 ×	7	83,522
				8	82,500
PUBLIC RELA	TIONS OFFICERS:	AVERAGE "X"	99,235		
DIRECTOR	OF ALUMNI			AVERAGE "X"	114,473
SERVICES		AVERAGE ALL	. 99,235 ·		
RANK	SALARY			AVERAGE ALL	108,798
rank 1	52,367 ×				
2	50,766 ×				
3	48,036 ×				
5 4	35,514				
••	33,314				

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		, <u>.</u>			
SEANC		RANK S	ALARY	MEDICAL DEANS	S :
DEANS: CONTINUING E	THEATTEN		100,000 ×	NURSING	
COMITMOTHS	EDOCALION	3	87,560 ×		
		4	79,861		
DANK .	SALARY	5	77,100	rank	SALARY
	85,904 ×	6	68,694	1	115,000 ×
1	78,348 ×	7	66,137 ×	2	103,574 ×
2	77,353 ×	•	•	3	97,500 ×
3 4	74,077	AVERAGE "X"	91,546	4	95,000 ×
4	14,011	*********		5	80,963 ×
AVERAGE "X"	80,535	AVERAGE ALL	84,548		
ATENACE 2	••/			AVERAGE ***	98,407
AVERAGE ALL	78,921	DEANS:			
AVERAGE TIES		LAW		AVERAGE ALL	98,407
DEANS:					
EDUCATION				MEDICAL DEAN	S:
		rank	SALARY	PHARMACY	
		1	174,000 ×		
RANK	SALARY	2	145,000 ×		
	119,366 ×	3	124,000	RANK	SALARY
=	116,863 ×			1	122,980 ×
. 3	102,941 ×	AVERAGE "X"	159,500	2	100,456 ×
. 4	89,000			3	74,604 ×
5	84,000 ×	AVERAGE ALL	147,667		
6	80,000 ×			AVERAGE "X"	99,347
7	76,450	MEDICAL DEAN	is:		22 7/7
·	•	DENTISTRY		AVERAGE ALL	99 ,347
AVERAGE "X"	100,634				
AVERAGE ALL	95,517	RANK	SALARY		
	• • •	1	170,000 ×		
DEANS:		2	125,004 ×		
ENGINEERIN	G	3	114,346 ×		
		AVERAGE "X"	136,450		
RANK	SALARY				•
1	142,500 ×	AVERAGE ALL	136,450		
2	138,856 ×				
3	122,549 ×	MEDICAL DEA	NS:		
4	114,996 ×	MEDICINE			
5	96,728				
AVERAGE "X"	129,725	RANK	SALARY		
—		1	302,500 ×		
	123,126	2	217,900 ×		
AVERAGE ALL		3	176,7 3 7 ×	•	
AVERAGE ALL					
AVERAGE ALL DEANS:		4	78,132 ×	•	
		4		•	
DEANS:				•	
DEANS:	SALARY	4	193,817	•	

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eight participating universities from this region are as follows:

NORTHERN ARIZONA UNIVERSITY

*SAN DIEGO STATE UNIVERSITY

*UNIVERSITY OF ARIZONA

*UNIVERSITY OF HAWAII - MANOA

UNIVERSITY OF CALIFORNIA - SANTA CRUZ

CALIFORNIA STATE UNIVERSITY - LOS ANGELES

*UNIVERSITY OF NEVADA - RENO

UNIVERSITY OF NEVADA - LAS VEGAS

University of Arkansas
Office of Institutional Research
Rank-Order Distribution of Administrative Salaries 1992-93



TABLE II (COMTINUED) SAN FRANCISCO REGION

ADMINISTRATIV	VE OFFICERS:	ADMINISTRATI		RANK	SALARY
PRESIDENT (OF A SINGLE	DIRECTOR OF	F	2	96,000 ×
UNIT INSTI	TUTION	AFFIRMATIV	E ACTION	3	93,120 ×
				4	89,703 ×
RANK	SALARY	RANK	SALARY	5	450, 87
1	157,340	1	75,000 ×	6	85,000
2	151,003 ×	2	74,800 ×	7	65,100
3	149,997 ×	3	66,120		•
4	125,000	4	58,128 ×	AVERAGE "X"	94,306
5	124,020	5	57,743	***************************************	,
6	122,292 ×	6	55,796 ×	AVERAGE ALL	87,825
0	166,676 ^	7	48,000	MATINOE HEL	07,023
WEDACE HAR	141 007	•	40,000	BUCTNESS /ET	SCAL OFFICERS
AVERAGE "X"	141,097	AUEDAGE HVM	/° 071		
		AVERAGE "X"	65,931		IDENT FOR
AVERAGE ALL	138,275	/		BUSINESS	
	•	AVERAGE ALL	62,227		•
	VE OFFICERS:			rank	SALARY
ASSISTANT	TO THE	ADMINISTRATI	VE OFFICERS:	1	114,950 ×
PRESIDENT		DIRECTOR O	F INSTITU-	2	(114,432)*
		TIONAL RES	EARCH	3	113,900 ×
RANK	SALARY			·4	113,112
1	108,202	RANK '	SALARY	5	111,000 ×
2	85,068 ×	1	86,424	6	107,017 ×
3	73,000 *	2	69,893 ×	. 7	85,600
4	68,244 ×	3	68,500 ×	8	72,000
5	62,900	•	00,500	•	,
6	59,772	AVERAGE "X"	69,197	AVERAGE ***	112,260
AVERAGE "X"	75,437	AVERAGE ALL	74,939	AVERAGE ALI	104,001
	. 77. 300	40455470 455		BUOTHECO /F:	real accioenc
AVERAGE ALL	76,198	ACADEMIC OF			ISCAL OFFICERS
		VICE PRES		CONTROLL	ER
•	IVE OFFICERS:	ACADEMIC /	AFFAIRS		
DIRECTOR (OF COMPUTING				
SERVICES		rank	SALARY	RANK	SALARY
		1	137,000 ×	1	90,786 ×
RANK	SALARY	2	(113,028)	2	81,817 ×
1	108,500 ×	3	112,000 ×	3	(74,244)
2	94,248 ×		107,017 ×	4	70,000 ×
3	73,908 ×	5	105,048 ×	5	65,500
4	73,500	6	92,000	6	65,000
5	64,146	•	, , , , , ,	•	,
•	04)140	AVERAGE "X"	115,266	AVERAGE "X	80,863
AVERAGE "X"	92,219	AVERMOE A	115,200	MACINION ~	00,000
AVERAGE "X"	72,217	AVERAGE ALL	111,016	AVERAGE AL	L 74,558
AVERAGE ALL	82,860		- -		-
		ACADEMIC OF	FICERS:	BUSINESS/F	ISCAL OFFICERS
		DIRECTOR LIBRARIES	0F		R OR BURSAR
		RANK	SALARY	RANK	SALARY
		1	98,400 ×	1	93,500 ×





* = NASULGC

TABLE II (CONTINUED) SAN FRANCISCO REGION

	A. AFF-65%	DANK	CALAMY	RANK :	SALARY
BUSINESS/FISC			SALARY	KANK -	105,312
TREASURER 0	R BURSAR	3 4	70,008	4	104,151
		*	68,064 *	5	104,151 101,500 ×
	-	5 6	64,500 ×	6	93,000 ×
	SALARY		54,000	6 7	-
(CONTINUED		7	50,633	, 8	92,910 ×
2	89,000 ×	ALIENA ANT BANK	77	8	85,500
	74,244)	AVERAGE "X"	77,464	ALIEDAGE MAN	100 170
4	45,000 *		(A. A.) (AVERAGE "X"	100,138
5	40,247	AVERAGE ALL	69,214		00 (57
				AVERAGE ALL	99,457
AVERAGE "X"	75,833		SCAL OFFICERS:		
		DIRECTOR (OF PAYROLL		IRS OFFICERS:
AVERAGE ALL	68,398			DEAN OF ST	UDENT
				AFFAIRS	
BUSINESS/FISC	CAL OFFICERS:	RANK	SALARY		
DIRECTOR OF	PURCHASING	1	58,584 ×	RANK	SALARY
		2	50,000 ×	1	90,828
		3	48,264	2	90,288 ×
RANK	SALARY	4	47,000 ×	3	71,697
1	69,001 ×	5	37,000	4	70,000 ×
2	66,000 ×	6	35,781	5	64,605
3	65,988	_			
4	64,680	AVERAGE "X"	51,861	AVERAGE "X"	80,144
5	57,801 ×				
6	45,000	AVERAGE ALL	46,105	AVERAGE ALL	77,484
AVERAGE ***	64,267	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL	
AVERAGE ALL	61,412			STUDENTS	
BUSTNESS/ETS	CAL OFFICERS:	RANK	SALARY	RANK	SALARY
INTERNAL A		1	94,392 *	1	68,245 ×
		2	89,000 ×	2	60,792
		3	78,000 ×	3	59,976 ×
RANK	SALARY	4	76,500 ×	4	55,837 ×
1	79,000 ×	5	75,144	5	47,703
2	60,800 ×	6	71,500	6	36,000 ×
3	55,200	7	60,834 ×		
4	46,555	8	58,000	AVERAGE "X"	55,015
•	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-		****	•
AVERAGE "X"	69,900	AVERAGE "X"	79,745	AVERAGE ALL	54,759
AVERAGE ALL	60,389	AVERAGE ALL	75,421		AIRS OFFICERS: OF ADMISSIONS
BUSTNESS/ETS	CAL OFFICERS:	STUDENT AFF	FAIRS OFFICERS:		
BUDGET OFF			SIDENT FOR		
		STUDENT A		RANK	SALARY
		J. CDENT		1	81,349 ×
RANK	SALARY	RANK	SALARY	2	76,140 ×
KANK 1	95,316 ×	1	107,280 ×	3	72,000 ×
2	81,975 ×	2	106,000 ×	4	65,316
£	01)313 K	<u> </u>	,	7	,



TABLE II (CONTINUED) SAN FRANCISCO REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		STUDENT AFFA: DIRECTOR O	STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		FFICERS: DENT FOR
RANK	SALARY	RANK	SALARY	RANK	SALARY
(CONTINUED		1	79,354 ×	1	(114,432) *
5	50,36 8	2	71,124 ×	2	100,000 ×
	49,902	<u>.</u> 3	63,900 ×	3	80,000
6	47,702	4	62,256		
AUCDAGE MYM	7/ /0/	5	59,646 ×	AVERAGE "X"	107,216
AVERAGE "X"	76,496	6	53,106 ×		
	/E 9//	7	52,160	AVERAGE ALL	98,144
AVERAGE ALL	65,846	8	47,200		•
	ne officenc	0	47,200	OPERATIONS O	FFICERS:
STUDENT AFFAI	IK2 OFFICEK2:	AVERAGE ***	65,426	DIRECTOR O	
REGISTRAR		AVERAGE "*"	03,420	FACILITIES	
		***************************************	(1.007	, AUILI, IL	, i craiiiziio
		AVERAGE ALL	61,093	RANK	SALARY
rank	SALARY	 -			87,823 ×
1 .	71,400 ×		AIRS OFFICERS:	1	87,000 ×
2	68,000 ×	DIRECTOR (2	
3	63,000 ×	HEALTH CE	NTER	3	83,000 ×
4	60,528			4	(74,040)
5	57,544	RANK	SALARY	5	62,220 ×
6	53,750	1	108,412 *	6	58,000
7	47,076 ×	2	107,876 ×		
•	•	3	100,920 ×	AVERAGE "X"	80,011
AVERAGE "X"	62,369	4	99,876 ×		
	•	5	80,238	average all	75,347
AVERAGE ALL	60,185	6	76,848		
	,	7	46,140	OPERATIONS	OFFICERS:
STUDENT AFFA	IRS OFFICERS:			DIRECTOR	OF
	F FINANCIAL	AVERAGE "X"	104,271	PHYSICAL	PLANT
AID	, , 214402,12				
MID		AVERAGE ALL	. 88,616	RANK	SALARY
RANK	SALARY	***************************************	•	1	88,000 ×
1	79,956 ×	STUDENT AFF	AIRS OFFICERS:	2	82,403 ×
2	78,468 ×		OF CAREER	3	80,012 ×
	67,020 ×		& PLACEMENT	4	79,943 ×
3	61,008	, 5,7,112,100		5	(74,040)
4	58,000 ×	RANK	SALARY	6	61,000
5		1	73,224 ×	-	
6	52,083 ×	2	62,160	AVERAGE "X	82,590
7	52,000	3	57,000 ×		,
8	50,139		56,208 ×	AVERAGE AL	L 77, 56 6
		4	44,902	MATINAS VE	,,,,,
AVERAGE "X"	67,105	5		OPERATIONS	DEETCERS.
		6	43,090 ×		OF PUBLIC
AVERAGE ALL	62,334	7	37,960		CAMPUS POLICE)
		AVERAGE ***	™ 57,381	•	
			•	RANK	SALARY
		AVERAGE AL	L 53,506	1	73,440 ×
			•	2	72,500 *

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ADMINISTRATIVE SALARIES SURVEY 1992-93



TABLE II (CONTINUED) SAN FRANCISCO REGION

A	· Fracos	DANK (SALARY	DEANS:	
OPERATIONS OF		RANK S	53,879 ×	AGRICULTURE	=
DIRECTOR OF		3	33,077 ×	MONICULIUNI	•
SAFETY CLAP	PUS POLICE)	AVERAGE "X"	66,079		•
D 4147	CAL ADV	AVERAGE "X"	00,079	RANK	SALARY
RANK	SALARY	AVERAGE ALL	65,469	1	110,398 ×
(CONTINUEI	· -	AVERAGE ALL	707,407	2	107,526 ×
3	70,452	DUBLIC DELAT	IONS OFFICERS:	3	107,520 ×
4	58,130 ×		F DEVELOPMENT	J	103,704 ^
5	57,759 ×	DIRECTOR OF	F DEVELOPMENT	AVERAGE "X"	107,209
6 7	56,773 48,434			MAEKWOF	107,207
,	40,434	RANK	SALARY	AVERAGE ALL	107,209
AVEDACE WAN	45 457	1	82,78 8 ×	MATUMOT WIT	101,207
AVERAGE "*	65,457	2	77,988	DEANS:	
AVERAGE ALL	(2 (00	3	69,928 ×	ARTS AND L	ETTEDS
AVERAGE ALL	62,498	4	69,250 ×	WILL WID F	LIILKJ
DUBLIC DELAT	TONE OFFICERS	5	60,500 ×		
	IONS OFFICERS:	2	× 000,000	RANK	SALARY
	FOR INSTITU-	AUCDAGE HVM	71 070	KANK 1	101,316 ×
TIONAL ADV	ANCEMENI	AVERAGE "X"	71,072	=	90,492
3 4 1 1 2	0.41.45%	AUCDAOC ALI	70 001	2	
RANK	SALARY	AVERAGE ALL	72,091	3 -	90,012 ×
1	109,207			AUCDAGE EXE	05 ((4
2	100,583 ×		IONS OFFICERS:	AVERAGE ***	95,664
3	99,708 ×	DIRECTOR O	F ALUMNI	ALIEDAGE ALI	07.040
4	97,000 ×	SERVICES		AVERAGE ALL	93,940
AVERAGE "X"	99,097	RANK	SALARY	DEANS:	
		1	72,976	BUSINESS M	LANAGEMENT
AVERAGE ALL	101,625	2	71,120 ×		
		3	50,406 ×		
PUBLIC RELAT	IONS OFFICERS:	4	47,500	RANK	SÄLARY
DIRECTOR O	F PUBLIC			1	108,043 ×
RELATIONS/	INFORMATION	AVERAGE "X"	60,763	2	103,848 ×
				3	101,610 ×
RANK	SALARY	AVERAGE ALL	60,501	4	93,132
1	68,004 ⁻			5	90,492
2	66,706 ×	RESEARCH OF	FICERS:	6	83,500
3	64,605	DIRECTOR (OF RESEARCH		
4	62,584 ×	(CONTRACT:	S & GRANTS)	AVERAGE "X"	104,500
5	50,000 ×				
	-	RANK	SALARY	AVERAGE ALL	96,771
AVERAGE "X"	59,763	1	85,944 ×		
	•	2	72,925 ×	DEANS:	
AVERAGE ALL	62,380	3	69,972 ×	CONTINUIN	G EDUCATION
		4	67,060		
PUBLIC RELAT	TIONS OFFICERS:	5	54,863		
	OF LEGISLATIVE		,	RANK	SALARY
RELATIONS	-:	AVERAGE "X"	76,280	1	97,481 ×
			· - •	2	91,800 ×
RANK	SALARY	AVERAGE ALL	70,153	3	90,192
1	78,279 ×		,	4	89,778 ×
2	64,250			5	82,858
_	· ,,			_	,

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ADMINISTRATIVE SALARIES SURVEY 1992-93



TABLE II (CONTINUED) SAN FRANCISCO REGION

DEANS:		DEANS:			ALARY
CONTINUING	EDUCATION	FINE ARTS		(CON	TINUED)
				AUEDAGE WYW	100,424
		m.a.v.	CAL ADM	AVERAGE ***	100,424
RANK	SALARY	RANK	SALARY	AVERAGE ALL	100,424
(CONTINUEI		1	97,364 ×	AVERMOE ALL	100,464
6	73,452 ×	2	97,000 ×	DEAMC.	
7	66,000 ×	3	86,000	DEANS: SOCIAL AND	DEUAN-
8	51,000				
		AVERAGE "X"	97,182	IORAL SCIEN	CES
AVERAGE "X"	83,702			DA1#/	CAL ADV
		AVERAGE ALL	93,455		SALARY
AVERAGE ALL	80,320			_	104,592 ×
		DEANS:		2	99,400 ×
DEANS:		GRADUATE		3	96,024
EDUCATION				4	80,800
		RANK	SALARY	AVERAGE "X"	101,996
	041.4794	1	98,921 ×	, , , , , , , , , , , , , , , , , , ,	•
RANK	SALARY	2	98,385 ×	AVERAGE ALL	95,204
1	115,620 ×	3	92,160	MARIANA USE	, , , , , ,
2	101,000 ×		-	MEDICAL DEANS	s
. 3	97,110 ×	4	89,265		/HEALTH PRO-
4	94,884	5	80,300		LLIED HEALTH
5	92, 88 0 *		00 /57	LEGGIOUS W	CCICD HEACH
6	89,425	AVERAGE "X"	98,653	RANK	SALARY
7	80,000		01 00/	• • • • • • • • • • • • • • • • • • • •	93,553 ×
		AVERAGE ALL	91,806	1 2	86,000
AVERAGE "X"	101,653			3	75,000
		DEANS:	_	3	75,000
AVERAGE ALL	95,846	HUMANITIES	5	AVEDACE TOST	93,553
				AVERAGE "X"	73,333
DEANS:		RANK	SALARY	AVERAGE ALL	84,851
FNGINEERI	VG	• • • • • • • • • • • • • • • • • • • •	102,228 ×	HAPIMOP USE	0.,,==
		1	98,000 ×	MEDICAL DEAN	10.
		2		MEDICINE	
rank	SALARY	3	94,600 ×	PLDICINL	
1	125,417 ×	4455465 3 24	00 274		
2 (109,668 ×	AVERAGE ***	98,276	RANK	SALARY
3 💆	200,000		00.07/	1	216, 88 2 ×
4	97,512	AVERAGE ALL	98,276	2	163,836 ×
5	97,000 ×			3	150,468 ×
6	94,248 ×	DEANS:		3	130,408 ^
7	76,000	SCIENCE		AVERAGE "X"	177,062
AVERAGE "X"	106,583			TA PINAP	
WAELWOEX.	100,200	RANK	SALARY	AVERAGE ALL	177,062
AVERAGE ALL	. 101,137	1	105,700 ×	-	
MAEKHOE MET	. 101)151	2	104,794 ×		
		3	98,261 ×	•	
		4	92,940 ×		
		т			

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-ONE UNIVERSITIES IN FORTY-EIGHT STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The five participating universities from this region are as follows:

IDAHO STATE UNIVERSITY
*OREGON STATE UNIVERSITY
*PORTLAND STATE UNIVERSITY
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY

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TABLE II (CONTINUED) SEATTLE REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION		RANK SALARY (CONTINUED)		BUSINESS/FISCAL OFFICERS: CONTROLLER	
ONTI INSII	101154	AVERAGE "X"	83,941		
RANK	SALARY	AVEIUNE 11	20,7 .2	RANK	SALARY
1	113,556 ×	AVERAGE ALL	76,490	1	66,900 ×
2	113,556 ×	7721010G 7122	, . , . , . , . , . , . , . , . , .	2	56,323 ×
3	113,556 ×	ACADEMIC OFFI	repe.	3	55,515
4	102,294	PROVOST	ioeno.	•	33,323
4	102,274	LK04021		AVERAGE "X"	61,612
AVERAGE "X"	113,556			HATIMOT ~	01,012
ATENADE A	110,550	RANK	SALARY	AVERAGE ALL	59,579
AVERAGE ALL	110,741	1	127,969 ×	NUCLINOS NEE	3,,2,,
MAEKWOE HEE	114,141	2	105,300 ×	BIICTNECC/ETC	CAL OFFICERS:
ARMINITETRATY	VE AFETATOS	3	104,220 ×	BUSINESS M	
	VE OFFICERS:	3	104,220 ×	BOSINESS M	PHYPOLIC
	F COMPUTING	AVEDACE IN	112 606		
SERVICES		AVERAGE "X"	112,496	DANK	CAL ADM
*			110 (0)	RANK	SALARY
RANK	SALARY	AVERAGE ALL	112,496	1	69,180 ×
1	78,300 ×			2	65,148 ×
2	73,869 ×	ACADEMIC OFF		3	57,616
3	73,639 ¥	DIRECTOR O	F		
4	64,500 ¥	LIBRARIES		AVERAGE "X"	67,164
5	62,577			•	-
		RANK	SALARY	AVERAGE ALL	63,981
AVERAGE "*	72,577	1	84,800 ×		
		2	83,760 ×		SCAL OFFICERS:
AVERAGE ALL	70,577	3	83,712 ×	DIRECTOR C	of purchasing 📑
		4	75,248 ×		•
ADMINISTRAT.	(VE OFFICERS:	5	62,421		·
DIRECTOR (OF			RANK	SALARY
AFFIRMATI\	VE ACTION	AVERAGE "*	81,880	1	45,480 ×
				2	44 ,88 0 ×
RANK	SALARY	AVERAGE ALL	77,988	3	43,320 *
1	66,370 ×			4	40,498
2	55,392 ×	BUSINESS/FIS	CAL OFFICERS:		
3	52,344 ×	VICE PRESI		AVERAGE "X"	44,560
4	40,331	BUSINESS			
				AVERAGE ALL	43,545
AVERAGE "X"	58,035	RANK	SALARY		-
	•	1	105,162 ×	BUSINESS/FI	SCAL OFFICERS:
AVERAGE ALL	53,609	2	98,676 ×	INTERNAL	AUDITOR
***************************************	50,007	3	94,694 ×		
ADMINISTRAT	IVE OFFICERS:	4	94,248 ×		
LEGAL COU		5	84,594	rank	SALARY
22072 000				1	50,112 ×
•		AVERAGE ***	98,195	2	44,544 ×
RANK	SALARY	UAFINAR V	,-,-,-	3	41,912
1	97,142 ×	AVERAGE ALL	95,475	4	36,264 ×
2	70,740 ×	WAEKWOE WEL	73)713	7	90)EUT ^
3	61,589				
J	01,207				

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* = NASULGC

TABLE II (CONTINUED) SEATTLE REGION

BUSINESS/FISC INTERNAL AU		• • • • • • • • • • • • • • • • • • • •	ALARY TINUED)	STUDENT AFFAI REGISTRAR	RS OFFICERS:
		AUEDAGE MOM	42 412		
		AVERAGE "X"	62,612	RANK	SALARY
(CON	TINUED)	AVEDAGE ALL	E7 000	1	67,000 ×
		AVERAGE ALL	57,990	2	58,452 ×
AVERAGE "*"	43,640		ne OFFICER	3	56,076 ×
	.=	STUDENT AFFAI		4	50,357
AVERAGE ALL	43,208	VICE PRESID		5	48,721 ×
		STUDENT AFF	ATK2	9	40,721 ~
BUSINESS/FISO		DA19/	CALADV	AVERAGE "X"	57,562
BUDGET OFF	ICER		SALARY	WAELWOOD V	J1 , JQE
		1	92,567 ×	AVEDACE ALL	56,121
		2	85,692 ×	AVERAGE ALL	90,121
RANK	SALARY	3	84,654 ×	CTUNCUT ACEA	IRS OFFICERS:
1	77,844 ×				
2	75,263 ×	AVERAGE "X"	87,638		F FINANCIAL
3	71,940 ×			AID	
4	66,512 ×	AVERAGE ALL	87,638		
5	53,955			RANK	SALARY
		STUDENT AFFA	IRS OFFICERS:	1	65,193 ×
AVERAGE "X"	72,890	DEAN OF ST	JDENT	2	61,500 ×
	•	AFFAIRS		3	52,404 ×
AVERAGE ALL	69,103			4	50,448 ×
MUZICIOL III	•,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	RANK	SALARY	5	45,011
RUSTNESS/FIS	CAL OFFICERS:	1	76,008 ×		
DIRECTOR O		2	69,139	AVERAGE "X"	57,386
DINEO. ON		3	68,500 ×		
		4	64,632 ×	AVERAGE ALL	54,911
RANK	SALARY	•	• 1,		
1	50,293 ×	AVERAGE "X"	69,713	STUDENT AFFA	IRS OFFICERS:
	39,204 ×	MACIONE	07,100	DIRECTOR (F HOUSING
2 3	39,204 ×	AVERAGE ALL	69,570		
3 4	37,356 ×	AVERAGE ACE	07,510		
4	37,330 ×	STIMENT AFFA	IRS OFFICERS:	RANK	SALARY
41150405 MA	(1.51/		F ADMISSIONS	1	56,135 ×
AVERAGE "X"	41,514	DIRECTUR C	IL WINITZZIOKZ	2	51,000 ×
	(1 51/			3	50,564 ×
AVERAGE ALL	41,514	RANK	SALARY	4	40,290
**************************************	2041 05510525		70,000 ×	•	10,200
	SCAL OFFICERS:	1	59,196 ×	AVERAGE ***	52,566
DIRECTOR	OF PERSONNEL	2	53,568 ×	MATUMOT ~	32,300
		3	•	AVERAGE ALL	49,497
		4	50,004 ×	. AVERAGE ALL	77,771
RANK	SALARY	5	39,624	CTIMENT ACC	AIRS OFFICERS:
. 1	72,730 ×				
2	63,900 ×	AVERAGE "X"	58,192		OF STUDENT
3	58 ,075 *		-,	HEALTH CE	RICK
4	55,744 *	AVERAGE ALL	54,478	B.1100	CALADY
5	39,499			RANK	SALARY
				1	84,975 ×
				2	83,760 ×
				3	82,610 ×



TABLE II (CONTINUED) SEATTLE REGION

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER			ALARY (INUED)	PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS	
HEALTH CERT	LIN	AVERAGE "X"	66,732		
RANK	SALARY			RANK	SALARY
(CONTINUED		AVERAGE ALL	64,172	1	57,360 ×
4	, 72,363		•	2	52,260 ×
4	72,505	OPERATIONS OF	FICERS:	3	42,786 ×
AVERAGE "X"	83,782	DIRECTOR OF		4	38,000 ×
AVERAGE "X"	03,702	SAFETY (CAM			
AMERAGE ALL	80,927	JAI LII (SILI		AVERAGE "X"	47,602
AVERAGE ALL	00,727	RANK	SALARY		
CTUDENT ACEAT	ne neerceps.	1	50,955 ×	AVERAGE ALL	47,602
STUDENT AFFAI		2	50,496 ×	NO ENTIRE THE	,
DIRECTOR OF		3	45,326 ×	PURLTO RELATI	ONS OFFICERS:
PLANNING &	PLACEMENT	3 4	42,492 ×	DIRECTOR OF	
		5	40,878	SERVICES	70 W 412
RANK	SALARY	5	40,070	SERVICES	
1	53,200 ×	AUEDAGE MINE	47 717	RANK	SALARY
2	52,800 ×	AVERAGE "X"	47,31?	KAIWA 1	67,007 ×
3	52,392 ×				60,804 ×
4	45,000 ×	AVERAGE ALL	46,029	2	
5	44,179			3	56,750 ×
			ONS OFFICERS:	4	42,084 ¥
AVERAGE "X"	50,848		FOR INSTITU-	5	41,558 .
		TIONAL ADVA	NCEMENT		-
AVERAGE ALL	49,514			AVERAGE ***	56,661
		RANK	SALARY		
OPERATIONS O	FFICERS:	1	113,105 ×	AVERAGE ALL	53,641
DIRECTOR O		2	96,520 ×		
FACILITIES		3	94,694 ×	RESEARCH OFF	ICERS:
				DIRECTOR OF RESEARCH	
RANK	SALARY	AVERAGE 1939	101,440	(CONTRACTS	& GRANTS)
1	53,922 ×				
2	51,396 ×	AVERAGE ALL	101,440	RANK	SALARY
3	50,000 ×		·	1	82,968 ×
J	30,000	PUBLIC RELAT	IONS OFFICERS:	2	61,596 ×
AVERAGE "X"	51,773	DIRECTOR O		3	50,112 ×
AVERMOL ^	31)//0		INFORMATION	4	48,236
AVEDACE ALL	51,773	KEERIZONO	2.11. 0.0001.		
AVERAGE ALL	31,773	RANK	SALARY	AVERAGE "X"	64,892
ODEDATIONS (SEETACDE.	1	70,108 ×		•
OPERATIONS (2	63,750 ×	AVERAGE ALL	60,728
DIRECTOR O		3	50,232	AV 2,010 2 1100	
PHYSICAL F	PLANT	4	44,004 ×	DEANS:	
	0.41.4594	4	77,UU7 ×	ARTS AND	SCIENCES
RANK	SALARY	AUFRACE STAR	En 202	HAIS HAD	
1	72,420 ×	AVERAGE "X"	59,287		
2	68,631 ×		F7 46'	DANE	CALADY
3	63,000 ×	AVERAGE ALL	57,024	RANK	SALARY
4	62,877 ×			1	96,800 ×
5	53,934			2	87,252 ×
				3	71,490

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TABLE II (CONTINUED) SEATTLE REGION

DEANS:

ARTS AND SCIENCES

DEANS:

GRADUATE

AVERAGE "X"

AVERAGE ALL

98,586

95,315

•			
(C	ONTINUED)	rank	SALARY
		1	87,500 ×
AVERAGE "1X"	92,026	2	77,940 ×
		3	65,437
AVERAGE ALL	85,181		
		AVERAGE "*	82,720
DEANS:			
BUSINESS	MANAGEMENT	AVERAGE AL	L 76,959
		•	
		MEDICAL DE	ANS:
rank	SALARY	PHARMACY	
1	113,244 ×		
2	110,004 ×		
3	98,520 ×	rank	SALARY
4	98,000 ×	1	103,872 ×
5	79,144	2	93,300 ×
		3	88,774

AVERAGE **** 104,942

AVERAGE ALL 99,782

DEANS:

EDUCATION

RANK	SALARY	
1	103,872	×
2	79,200	×
3	78,096	×
4	70,491	

AVERAGE *** 87,056

AVERAGE ALL 82,915

DEANS:

ENGINEERING

KANK	SALAKY
1	111,624 ×
2	109,440 ×
3	92,0 88 ×
4	75,525
AVERAGE ***	104,384
AVERAGE ALL	97,169

UNIVERSITY OF ARKANSAS OFFICE OF INSTITUTIONAL RESEARCH ADMINISTRATIVE SALARIES SURVEY 1992-93



TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIV' SALARIES PAID AMONG THIRTY UNIVERSITY SYSTEMS

IN TWENTY-FIVE STATES

This table summarizes the data for thirty university systems in twenty-five states. For making these data available, the University of Arkansas is grateful to the following university systems:

CALIFORNIA STATE UNIVERSITY - SYSTEM INDIANA UNIVERSITY - SYSTEM ADMIN. LOUISIANA STATE UNIVERSITY - SYSTEM MINNESOTA STATE UNIVERSITY - SYSTEM MONTANA UNIVERSITY - SYSTEM OREGON STATE SYSTEM OF HIGHER EDUCATION SOUTHERN ILLINOIS UNIVERSITY - SYSTEM STATE UNIVERSITY OF NEW YORK - SYSTEM STATE UNIVERSITY SYSTEM OF FLORIDA TENNESSEE BOARD OF REGENTS SYSTEM TEXAS A & M UNIVERSITY - SYSTEM UNIVERSITY OF ALABAMA - SYSTEM UNIVERSITY OF ARKANSAS - SYSTEM UNIVERSITY OF NORTH CAROLINA - SYSTEM UNIVERSITY OF TEXAS - SYSTEM UNIVERSITY OF ALASKA - SYSTEM UNIVERSITY OF CALIFORNIA - SYSTEM UNIVERSITY OF COLORADO - SYSTEM UNIVERSITY OF HAWAII - SYSTEM UNIVERSITY OF ILLINOIS CENTRAL ADMIN. UNIVERSITY OF MAINE - SYSTEM UNIVERSITY OF MARYLAND - SYSTEM UNIVERSITY OF MINNESOTA - SYSTEM UNIVERSITY OF MISSOURI - SYSTEM UNIVERSITY OF NEBRASKA CENTRAL ADMIN. UNIVERSITY & COMM. COL. OF NEVADA - SYSTEM UNIVERSITY OF SOUTH CAROLINA - SYSTEM UNIVERSITY OF TENNESSEE - SYSTEM UNIVERSITY OF WISCONSIN - SYSTEM UNIVERSITY SYSTEM OF NEW HAMPSHIRE

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Rank-Order Distribution of Administrative Salaries 1992-93



			(CONTINUED) ITY SYSTEMS		Page 123
CUTEE FYE	CUTIVE OFFICER:	RANK	SALARY	RANK	SALARY
	PRESIDENT/CHANCELLOR		. 120,750	7	70,554
INCOLDE	MIT OF THE CELEUR	11	120,000	8	68,280
		12	118,932	9	65,800
RANK	SALARY	13	114,200	10	56,614
1	243,500	14	112,500	11	48,668
2	227,200	15	111,384	12	48,127
3	198,426	16	107,520		
4	197,600	17	196,000	AVERAGE	74,579
5	175,000	18	105,048		
6	175,000	19	99,595	ACADEMIC (OFFICERS:
7	165,115	20	95,897	DIRECTO	₹
8	165,000	21	94,800		
9	165,000	22	89,630		
10	162,500	23	87,975	rank	SALARY
11	160,000	24	84,357	1	117,800
12	157,500			2	97,100
13	152,300	AVERAGE	117,588	3	89,688
14	150,000			4	75,260
15	143,437	ACADEMIC	OFFICERS:	5	70,040
16	142,520	ASSOCIA	TE VICE PRES/	6	51,453
17	139,209	CHANCEL	.LOR	7	47 ,755
18	138,900				
19	138,213	RANK	SALARY	AVERAGE	78,328
20	131,250	1	134,600		
21	129,950	2	113,000		IS OFFICERS:
22	129,780	3	107,285		VE VICE PRES/
23	128,760	4	106,524	CHANCEL	.L OR
24	126,855	5	99,500		
25	126,504	6	95,500	RANK	SALARY
26	126,360	7	(87,100)	1	195, 9 00
27	120,000	8	86,200	2	170,000
28	120,000	9	84,500	3	16 8,8 40
29	103,600	10	78, 130	4	1 38 ,504
30	95,400	11	78,030	5	(1 30 ,400)
		12	74,550	6	120,750
			// Al-	7	117 444

ACADEMIC OFFICERS: ACADEMIC VICE PRES/ CHANCELLOR

AVERAGE

151,163

		ACADEMIC	OFFICERS:	OPERATION	IS OFFICERS:
RANK	SALARY	ASSISTANT VICE PRES/		• — • • • • • • • • • • • • • • • • • •	STRATIVE VICE
1	195,900	CHANCEL	LOR	PRESIDE	ENT/CHANCELLOR
2	144,452				
3	140,660	rank	SALARY	RANK	SALARY
4	132,500	1	112,367	1	1 28,30 4
5	131,301	2	96,000	2	127,5 22
6	(130,400)	3	92,340	3	117,031
7	128,304	4	90,192	4	(117,000)
8	125,000	5	73,000	5	(114,5 0 0)
9	125,000	6	73,000	6	106,000

13

AVERAGE

64,013

63,345

90,877

117,666

(97,423)

142,435

AVERAGE



TABLE III (CONTINUED) UNIVERSITY SYSTEMS

OPERATIONS OFFICERS:		OPERATIONS OFFICERS:		RANK	SALARY
	ATIVE VICE	LEGAL COUNSEL		14	56,916
	/CHANCELLOR	LEONE V		15	56,500
LKE2TNEW!	CHANCELLOR			16	54,264
04111/	SALARY	RANK	SALARY	17	47,610
RANK (CONTINU		1	170,500	18	43,930
	96,100	2	166,600	19	41,600
7 8	88,062	3	150,663	20	38,563
9	87,300	4	130,000	21	34,354
10	83,284	5	128,500		
11	82,770	6	117,000	AVERAGE	63,502
12	76,000	7	112,000		
12	70,000	8	108,750	OPERATIONS	OFFICERS:
AVERAGE	101 ,98 9	9	105,250	SECRETAR	Y TO THE
MACKMOC	101,707	10	102,400	BOARD	
OPERATIONS	OFFICERS:	11	99,700		
	CE PRESIDENT/	12	(98,975)	rank	SALARY
CHANCELLI		13	95,000	1	200, 131
CIPATOLLE		14	94,350	2	110,800
RANK	SALARY	15	93,391	3	105,350
1	137,700	16	90,700	4	99,576
2	99,300	17	86,650	5	(98,975)
3	86,904	1 8	77,793	6	(95,472)
3 4	75,711	19	75,000	7	92,500
7 5	66,000	20	74,088	8	90,893
6	62,830	21	73,939	9	88 ,570
•	02,000	22	71,933	10	80,669
AVERAGE	88,074	23	70,950	11	(79,250)
MAEKHOE	00)014	24	65,276	12	77,714
OPERATIONS	OFFICERS:	25	63,970	13	75,260
	E ASSISTANT/	26	61,410	14	72,000
	THE PRES		•	15	66,832
M331 10	IIIL I KLJ	AVERAGE	99,415	16	(57,108)
RANK	SALARY	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•	17	5 0 ,505
1	97,800	OPERATIO	NS OFFICERS:	18	49,925
2	95,800		OR OF INSTI-	19	44,004
3	(95,472)		AL RES	20	43,791
4	86,000			21	43,700
5	85,000	RANK	SALARY	22	41,405
6	85,000	1	130,000	23	36 ,8 73
7	81,848	2	94,359	24	33, 269
8	80,325	3	80,256		
9	80,000	4	79,800	AVERAGE	73 ,568
10	(79,250)	5	74,700		
11	78,936	6	68,000	FINANCE A	NND BUSINESS
12	67,600	7	66,237	OFFICERS	: VICE PRES/
13	62,000	8	65,000	CHANCE	LLOR
14	(57,108)	9	61,941		
15	32,688	10	61,360	RANK	SALARY
د. د		11	60,200	1	155,000
AVERAGE	77,655	12	59,388	2	140,130
	,	13	58,570	3	135,000



UNIVERSITY SYSTEMS

FINANCE AN	D BUSINESS	FINANCE ANI	BUSINESS	RANK	SALARY
OFFICERS: VICE PRES/		OFFICERS: ASST VICE		5	45,000
CHANCELL		PRES/CHANCELLOR			•
				AVERAGE	75,527
RANK	SALARY	RANK	SALARY		
(CONTIN		1	105,000	FINANCE AN	D BUSINESS
4	128,500	2	104,064	OFFICERS:	
5	125,000	3	97,335	CONTROLL	ER .
6	(117,000)	4	95,000		
7	114,756	5	87,000	RANK	SALARY
8	114,432	6	80,000	1	115,700
9	112,720	7	78,640	2	106,000
10	110,500	8	69,C28	3	87,602
11	107,064	9	66,500	4	85,037
12	104,500	10	65,820	5	80,424
13	103,848			6	78,333
14	103,040	AVERAGE	84,839	7	75,000
15	103,001			8	72,000
16	102,787	FINANCE AN	D BUSINESS	9	72,000
17	97,660	OFFICERS:		10	70,6 8 6
18	(97,423)	BUDGET 0	FFICER	11	68, 800
19	96,000			12	67,870
20	94,800	RANK	SALARY	13	67,498
21	90,732	1	96,100	14	56,850
22	82,503	2	95,316	15	56,220
		3	85,900		
AVERAGE	110,745	4	82,908	average	77,335
		5	81,000	•	
FINANCE A	ND BUSINESS	6	80,9 88 .	FINANCE A	ND BUSINESS
OFFICERS:	ASSOC VICE	7	78 , 8 26	OFFICERS:	
PRES/CH/	ANCELLOR	8	76,524	AUDITOR	
		9	75,400		
rank	SALARY	10	71,000	RANK	SALARY
1	130,500	11	70,056	1	97,700
2	108,000	12	66,941	2	89,664
3	103,093	13	56,357	3 .	87,764
4 .	100,000	14	55,540	4	85,25 0
5	95,150	15	51,921	5	80,700
6	89,100	16	49,210	6	79,3 52
7	81,672	17	40,978	7	73,500
8	81,231			8	73,107
9	77 ,642	AVERAGE	71,469	9	71,622
10	71,706		•	10	70,687
11	70,000		ND BUSINESS	11	68,9 88
12	66,660	OFFICERS:		12	68,800
13	50,000	BUSINES	s manager	13	68,750
				14	64,416
AVERAGE	86,520	RANK	SALARY	15	63,073
		1	99,252	16	62,000
		2	86,800	17	61,800
		3	78,876	18	60,480
		4	67,708	19	5 9,8 67



TABLE III (CONTINUED) UNIVERSITY SYSTEMS

		2417	SALARY	RANK	SALARY
FINANCE AND	BUSINESS	RANK	76,500	16	49,190
OFFICERS:		13	75,600	17	48,204
AUDITOR		14	74,502	18	46,272
		15		19	31,200
RANK	SALARY	16	67,020 67,760	17	01,200
(CONTINU		17	63,740	AVERAGE	61,464
20	59,640	18	58,224	MYERAGE	01)404
21	57,246	19	57,737	DUDITO DELA	TIONS OFFICERS-
22	55,000	20	45,000		VE RELATIONS:
23	52,500	21	44,000		S/CHANCELLOR
24	51,05 0	22	43,940	ATCE LKE	3/ Charcelluk
25	47,250			241	CALADV
26	44,252	AVERAGE	77,415	RANK	SALARY
				1	141,300
AVERAGE	67,479		ATIONS OFFICERS-	2	125,200
			ION SERVICES:	3	106,091
FINANCE AN	D BUSINESS	VICE PR	RES/CHANCELLOR	4	97,583
OFFICERS:				5	96,900
TREASURE	R	rank	SALARY	6	93,391
•		1	114,500	7	89,000
RANK	SALARY	2	109,000	8	(87,100)
1	200,400	3	103,001	9	83,410
2	100,000	4	102,510	10	73,939
3	97,000	5	96,996	11	62,202
4	96,100	6	85,000	12	55,000
5	95,500	7	84,456		
6	84,408	8	83,381	AVERAGE	92,5 93
7	79,785	9	79,875		
8	70,788	10	75,000		ATIONS OFFICERS-
9	70,041		•		IVE RELATIONS:
10	65,200	AVERAGE	93,372	DIRECTO	R
11	65,124		•		
11	02/164	PUBLIC RE	LATIONS OFFICERS-	rank	SALARY
AVERAGE	93,122		TION SERVICES:	1	114,000
AVERAGE	73,12L	DIRECT		2	100,000
ETMANCE A	ND BUSINESS	22.100.		3	87,456
	UD BOSTUESS	RANK	SALARY	4	8 1, 9 50
OFFICERS:	R OF PERSONNEL	1	96,000	5	78, 640
DIKECIO	K OF PERSONNEL	2	81,750	6	78,500
DANE	SALARY	3	79,752	7	75,460
RANK	120,504	4	71,083	8	69,500
1		5	70,500	9	66,456
2	99,000	6	70,000	10	57,000
3	98,500	7	61,234	11	51,481
4	96,000	8	61,000		
5	94,392	9	60,000	AVERAGE	78,224
6	90,000		60,000	****	
7	8 5,046	10 11	59,750		
8	8 5,000		58,452		
9	84,500	12	57 ,8 24		
10	83,800	13	54,593		
11	80,784	14 15	51,014		
12	79,350	15	21,014		



TABLE III (CONTINUED) UNIVERSITY SYSTEMS

PUBLIC RELATIONS OFFICERS- DEVELOPMENT:		RANK 8	SALARY 68,724
VICE F	PRES/CHANCELLOR	9	57,000
RANK	SALARY 140,000	AVERAGE	81,153
1		FACTUITTES	OFFICERS:
. 2 3	127,229 125,000	•	E PRESIDENT/
3 4	93,717	CHANCELL	
4 5	89,342	CIMINCLL	.un
5	07,342	RANK	SALARY
AVEDACE	115,058	1	117,200
AVERAGE	115,056	2	108,912
DUDI TO DI	ELATIONS OFFICERS-	3	77,500
DEVELO		4	(76,000)
DIREC	· · ·	5	67,400
DIKEC	IUK	5 07,400	
RANK	SALARY	AVERAGE	89,402
1	65,740		
2	60,751	FACILITIES	S OFFICERS:
3	60,465	DIRECTO	R
4	54,569		
AVERAGE	60,381	RANK	SALARY
		1	96,500
	ES OFFICERS:	2	90,800
	RESIDENT/	3	82,908
CHANCE	LLOR	4	77,108
		5	(76,000)
rank	SALARY	6	72,000
1	120,333	7	69,500
2	(114,500)	8	65,650
3	114,432	9	63,937
4	106,500	10	54,500
5	96,821	11	39,378
6	96,500		
7	80,260	AVERAGE	71,662

FACILITIES OFFICERS:

AVERAGE 104,192

ASSOC VICE PRESIDENT/ CHANCELLOR

RANK	SALARY
1	105,000
2	104,800
3	91,132
4	88,867
5	75,000
6	69,958
7	69,900

